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DISCRIMINATION AGAINST WOMEN
(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States parties

SLOVENIA*

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95-31638

PART ONE

THE NATIONAL CONTEXT

BASIC DATA

Population

The Republic of Slovenia has 1,965,986 inhabitants, of which 1,013,375 are female and 952,611 are male.

The number of inhabitants from 1948 onwards[1]

YEAR	TOTAL	MALE	FEMALE	NO OF WOMAN PER 1000 MEN
1948	1,439,800	675,353	764,447	1,132
1953	1,504,427	712,034	792,396	1,113
1961	1,591,523	760,770	830,753	1,092
1971	1,727,137	835,998	891,139	1,066
1981	1,891,864	918,766	973,098	1,059
1990	1,999,945	970,229	1,029,716	1,061
1992	1,965,986	952,611	1,013,375	1,064

[1]Source: Statistical Office of the Republic of Slovenia

Demographic trends among the female population according to age[2]

AGE	IN 1981		IN 1992			
	WOMAN	%	WOMAN	%	MEN	%
0-14	210,222	21.6	189,857	18.5	200356	20.7
15-24	146,181	15.0	142,888	13.9	147951	15.3
25-44	268,716	27.6	310,288	30.2	317898	32.9
45-64	215,777	22.2	235,315	22.9	221986	22.9
65 ->	129,531	13.3	148,617	14.5	78928	8.2
unknown	2,671	0.3	-	-	-	-
TOTAL	973,098	100	1,026,965	100	967119	100

The Republic of Slovenia has a surface area of 20,251 km2, with an average of 971 inhabitants per km2. The population density varies considerably from region to region. The most densely populated areas are the basins between the mountains, where most of the country's major cities lie (pop. density = 150 - 450 inhab/km2), Slovenian Istria (pop. density = 150 - 450 inhab/km2) and Northeastern Slovenia (pop. density = 75 - 120 inhab/km2).

The structure of the population according to nationality is: 93% Slovenes, 2.8% Croats, 2.44% Serbs, 1.37% Muslims, 0.43% Hungarians, 0.16% Italians and others.

The official language is Slovene, while in the ethnically mixed regions, the two other official languages are Hungarian and Italian.

GNP and average income

The GNP of the Republic of Slovenia was valued at 348,803.8 million SIT (US $ 12.6 billion) in 1991, which comes to an average of US $ 6,307 per capita.

The sectors of the economy contributed towards the GNP (in 1990) in the following ratio:
- processing industry: 32.5%,
- trade: 11.9%
- real estate, rentals and business services: 11.3%
- transport and communications: 7.1%
- health care and social security: 5.3%

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[2]Source: Statistical Office of the Republic of Slovenia

- agriculture, forestry and hunting: 5.1%
- financial services: 4.9%
- construction industry: 4.7%
- education and training: 3.9%
- public administration, defence, national insurance: 3.3%
- power supply industry (electricity and gas) and water supply: 2.8%
- restaurants and hotels: 2.5%
- mining: 1.1%
- other activities: 3.5%

The average monthly net wages of persons employed in companies and other establishments in 1992 was SIT 30,813, with wages in the commercial sector at an average of SIT 29,314 and in the non-commercial sector amounting to SIT 36,949.

By individual fields of activity, the average net wages per employee in 1992 were as follows:

- state organizations and associations	41,456 SIT
- financial and other business services	38,819 SIT
- education and culture	37,117 SIT
- forestry	36,687 SIT
- transport and communications	35,871 SIT
- health care and social security	34,340 SIT
- water supply industry	32,234 SIT
- trade	31,938 SIT
- farming and fishing	31,834 SIT
- tourism and the catering industry	29,686 SIT
- housing and municipal services	28,578 SIT
- industrial sector and mining	27,029 SIT
- small businesses and personal services	25,712 SIT
- construction industry	25,538 SIT

The Political and Administrative System

The Republic of Slovenia is one of the youngest countries in the world It was formed during the break-up, or disunion, of the former SFRY (Yugoslavia). On the basis of the right of all nations to self-determination, which is also acknowledged by the International Pact on Citizens' and Political Rights, and which was also stipulated in the constitution of former Yugoslavia, the inhabitants of the Republic of Slovenia voted at a referendum held on 23 December 1990, with an absolute majority of votes, to form the sovreign and independent state of the Republic of Slovenia, which was to be separate from the SFRY. In keeping with the outcome of the referendum, the Slovenian Parliament, as the highest body of authority in Slovenia, passed an Act of Parliament on 25 June 1991 - the Basic Constitutional Charter of Independence and Sovereignty of the Republic of Slovenia. The Yugoslav Army, however, did not respect this Act of Parliament and the voice of the people of Slovenia and launched an armed attack on our country on 27 June 1991. The aggression ended after ten days of war with a truce, followed by the withdrawal of the Yugoslav Army from the Republic of Slovenia in October 1991. Thus the Republic of Slovenia had complete and effective control over

the whole of its territory by the second half of 1991. Since January 1992 the Republic of Slovenia has also been an internationally recognized sovreign and independent state To date, over 110 countries have granted Slovenia recognition. In May, 1992, the Republic of Slovenia also became a member state of the United Nations.

The new Constitution of the Republic of Slovenia was adopted on 23 December 1991, bringing important changes to the structure, organization and jurisdiction of the Slovene Parliament. It did away with the former Chamber of Associated Labour, Chamber of Communes and the Sociopolitical Chamber and established the National Assembly and the National Council and defined their jurisdiction in detail. The new Constitution also abolished the country's collective presidency and appointed - through presidential elections - a president in its place, with authority and duties that differed considerably from those of the collective presidency.

The Republic of Slovenia is defined by its Constitution as a democratic republic, a state governed by the rule of law and a social state. In Slovenia, supreme power is vested in the people, who exercise this power directly, in elections, consistent with the principle of the separation of legislative, executive and judicial powers.

Legislative power is held by parliament - i.e. the National Assembly, which consists of 90 Deputies/citizens of the Republic of Slovenia. The Italian and Hungarian ethnic communities are entitled to elect one Deputy each to the National Assembly for every term of the National Assembly. The Deputies are elected on an equal basis through general, direct and secret ballot, for a term of four years. The second house of parliament is the National Council, which represents social, economic, trade and local interests. It is comprised of 40 Councillors as follows: 4 Councillors representing employers, 4 Councillors representing employees, 4 Councillors representing farmers, small business persons and independent professional persons, 6 Councillors representing the non-commercial sector and 22 Councillors representing local interests.

The President represents the Republic of Slovenia and is the Commander-in-Chief of the nation's Armed Forces. The President is elected in direct, general elections, conducted by secret ballot. A candidate must receive the majority of all valid votes cast in order to be elected to the office of President of the Republic. The President of the Republic shall be elected for a term of five years and may be elected for a maximum of two consecutive terms.

Executive power is vested in the Government of the Republic of Slovenia. The Government is composed of the Prime Minister and 15 Ministers of State. The Government is independent and individual Ministers are independent within their own particular portfolios. The Ministers of State are answerable to the National Assembly. The tasks of state administration are carried out directly by the Ministries. Local municipalities, companies, organizations and individuals may also be vested with the authority to perform certain functions pertaining to state administration.

The third branch of supreme authority is the judiciary. Judicial authority is exercised by judges. All judges in the Republic of Slovenia exercise their judiciary authority independently, in accordance with the Constitution and with the law. The office of

Judge is permanent. Judges are elected by the National Assembly upon recommendation of the Judicial Council. Six members of the Judicial Council are elected by judges from among the judges holding permanent judicial office, while five are elected by the National Assembly, on the proposal of the President of the Republic of Slovenia, from among the country's Professors of Law, practising lawyers and other distinguished persons of the legal profession. The legal regulation and jurisdiction of the courts is defined by law. The founding of extraordinary courts is prohibited in the Republic of Slovenia, nor is the founding of military courts permitted by the Constitution in peacetime. The country's regular courts are general courts and specialized courts (courts for labour disputes and courts for disputes pertaining to old-age pensions and pensions for the disabled).

The Constitutional Court also falls within the framework of judiciary power. It is empowered, among other things, to decide upon matters relating to the conformity of statutes with the Constitution, matters relating to the ratification of international agreements, matters relating to impeachments brought against the President by the National Assembly, the Prime Minister and individual Ministers of State, charging them with having volated the Constitution or the law during their term in office. The Constitutional Court is also vested with the authority to decide on matters pertaining to the possible violation of human rights and basic liberties through the passing of certain Acts.

WOMENS' GROUPS AND ORGANIZATIONS (National Machinery)

The establishment of government and civil society committees and organizations, whose task is to bring into practice the principle of equality between the sexes, is new to our society. Their formation was made possible through the changes wrought in the political system, as the opinion had prevailed in the previous system that all existing governmental institutions cared sufficiently for women's politics and that there was subsequently no need to found special institutions which would concern themselves with such issues.

Parliamentary Instutitions

The Committee for Women's Politics

The Committee for Women's Politics operates within the framework of the Assembly of the Republic of Slovenia. It was founded in July, 1990. Its basic tasks are in connection with passing legal Acts in the Assembly. By giving objections and opinions, it realizes solutions which can ensure that women have the possibility to achieve equal status in all spheres of life and which maintain the level of women's rights already achieved. Within the framework of its possibilities, it monitors the position of women in our society and places proposals before the Government and the Assembly on the improvement of the position of women. The Committee cooperates closely in all its activities with experts in various fields and with autonomous Women's initiative groups.

Government Institutions

The Office for Women's Politics

The Office for Women's Politics was founded by Government Decree on 1 June 1992. It operates as an independent Government advisory service. The Office's main guideline is the realization of the declared equal rights of men and women, as well as creating equal opportunities for both sexes in all fields.

The tasks of the Office of Women's Politics are:
- Monitoring the position of women in Slovenia and the realization of the rights ensured them by the constitution, the law and international conventions signed by the Republic of Slovenia.
- To discuss regulations, Acts and measures passed by the Government of the Republic of Slovenia and the Ministries of State, and to take part in their elaboration, as well as proposing initiatives and measures in connection with these Acts and measures.
- The preparation of analyses, reports and other documentation.
- Discussion of initiatives given by women's organizations, groups and movements.

The Office for Women's Politics performs these tasks in cooperation with the Ministries of State and other government and administrative bodies, international, foreign and domestic government and non-governmental instititions and movements. To this end, the Office is currently engaged in founding joint working groups, organizing joint undertakings and other forms of cooperation.

Women's factions and groups ithin political parties

The Minerva Club of the Liberal-Democratic Party

The Minerva Club was founded in 1992. Before this date an informal women's group was already working within the Liberal Democratic Party (LDS). The LDS had also explicitly incorporated women's politics into its policy directions, and established a mechanism through statutory provisions ensuring the equal political representation of both sexes within its ranks. The main aim of the Minerva Club is to incorporate the issue of the position of women into a broader context of legal and political theory and everyday democratic practice, and in this way to influence directly and indirectly the ways in which difference in sex becomes politically relevant. The club wishes to contribute towards the democratization of everyday life, which, in the opinion of its members, must be achieved within the sphere of the political. The club's central demands are: the demand for equal opportunities, the possibility of choice in the public, political and private spheres of life (for this, the absence of the official discrimination of women and the official establishment of women's rights are imperative, but not sufficient preconditions to ensure the realization of these demands. At the same time, with the democratization of everyday and political life, the club aims to develop feminist theory by organizing education, meetings among experts, publishing feminist literature, and so forth.

The Women's Committee of Social Democrats of the Social Democratic Party of Slovenia

This committee was founded in 1992, a year after several initiatives were given and carried through by its founding committee. Of the Social Democratic Party's (SDS) policy directions, the committee has centred on matters pertaining to social issues, environmental preservation, and education. A number of local (regional) committees of the SDS Women's Committee have already been established alongside the national one.

The Slovene Women's Association of the Slovene Christian Democratic Party

This organization was founded in March 1992 and functions on a national, regional and municipal level (municipal communities, local population centres). The Association is engaged in the realization of true equality among the sexes; in encouraging as many women as possible to participate actively in the country's political life and to be delegated positions of greater responsibility in all fields of the economy; to instill a sense of the good and the beautiful in people and not only to give them a wealth of factual knowledge, to create a healthy environment, to emphasize the necessity of taking preventive measures in health care and to encourage free enterprise.

The Women's Faction of the Party of Social Democratic Reform

There are 18 branches of the Women's Faction of this party, distributed among the major cities in Slovenia. The Women's club is mainly active in organizing voluntary, humanitarian events (peace marches, caring for the poor); in the form of groups for the elaboration of initiatives regarding the aspects of the law particularly concerned with women's issues to be placed before the party's Club of Delegates. These issues are: child benefit payments, kindergartens, maternity-leave income, nutrition for children, teenagers and students, the legislation on pensions and pensions for the disabled, taxes on food, baby-care and child-care products, the labour, health care and social welfare legislation, and so forth. These clubs also devote particular attention to cultivating social activities and to promoting the theoretical aspects of so-called women's issues. The Women's clubs of the SDP are also active in developing their own strategy of inter-party and civil society cooperation with other women's initiatives throughout Europe and the world and in maintaining and developing contacts with women's movements in the former Yugoslav republics.

The Women's Group of the Socialist Party of Slovenia

This group was founded in February 1991. In the global sense, it advocates the possibilities, perspectives and realization of the model and practices of the modern European centre-left democratic movements it emulates. In a partial sense, the women's group is concerned primarily with issues such as: a social state, the unemployment rate amongst women, health insurance and old-age pensions (in practice and according to the law) and the education system. The group organizes round table discussions on particular problems specific to their regions and undertakes concrete action, or

participates with other groups in such activities (eg for the right to abortions, to cut the price of school books, for assisting families with school children in financing part of the cost of lunches and transport to and from school).

Women's Civil Society Initiatives

The "Iniciativa" Society for Equal Opportunities for Men and Women

The Association was founded in March 1991. Its purpose was to bring together all people interested in achieving equality between the sexes, in truly creating equal opportunities for both men and women and in the abolishment of all forms of open or latent discrimination and violence against people. The Association has set itself the task of monitoring the position in society of both sexes, encouraging and organizing programmes and taking action to improve the economic, social and political position of women, to give the initiative for and to organize public discussions and to cooperate in educating the public to understand the need for creating an egalitarian society.

Working within the framework of this association is the Club for Practical Life, which offers counselling in psychological matters in the form of courses in autogenic training, the basics of communication and a personal development programme. The Association's future plans include publishing books and engaging in other activities which will contribute towards the Association's goals - chiefly equality between the sexes and equal opportunity for both women and men in all spheres of life.

The Prenner Club

The Prenner Club was founded in December, 1990. The Club promotes equal working opportunities for women and men, a tolerant attitude towards the differences between people and the standards of humanitarian, scientific and business ethics. Because all its members work in fields in which they are socially and/or politically active, the club is busiest during its monthly meetings, at which its members give accounts of their activities and discuss the organization of joint undertakings. The club's members participate in these activities according to their wishes, interests and outside connections.

The SOS Lifeline for Battered Women and Children

The SOS Lifeline is a feminist project, founded on the realization that violence against women stems from the unequal division of social power between the sexes. Another of its functions is monitoring women in general, ie their social status. The aim of the project is above all to offer concrete aid and assistance to women, their children and children in general, who are victims of physical, psychological or sexual violence perpetrated against them by their partners, relatives, parents (particularly in the case of the children) and strangers. The forms of aid and assistance offered by the SOS line include: counselling over the telephone (analysis of the situation, advice in finding a solution, information on the available social services and other institutions where the

victim can find aid), help in establishing contacts with institutions and accompanying the victims of rape in reporting the crime and throughout the entire legal procedure, insofar as is possible. The SOS Lifeline is currently working on the founding of self-aid groups and the construction of a shelter for battered women and children.

The "Women For Politics" Group

This Women For Politics group was founded in the spring of 1990. Its primary aims are to help women assert themselves in politics, to give initiatives, assume positions and to make demands for improving the situation in the fields of politics, labour and in society in general. The group has carried out both political and expert projects, including participation in the campaign against striking Article 55 (Freedom of Choice in Childbearing) from the Constitution, the printing of two publications (Women, Family, Politics /1990/ and Abortion - the Right to Choose /1991) and organizing a colloqium on women's studies/1991/).

The "Iniziativa delle donne Koper - Capodistria" Women's Initiative

The "Iniziativa dele donne Koper - Capodistria" women's initiative (ŽI - ID)is an autonomous women's group. It was formed at the end of June, 1990, in Koper. It functions as a pressure group in order to help women assert themselves more in cultural and social activities and in particular in politics. Its demands include the improvement of the position and role of women in public and personal life. The group works to achieve this aim by addressing proposals, initiatives and various demands to the appropriate institutions and the mass media and by organizing activities, round table discussions and lectures. The ŽI -ID also sympathises with peace movements and carries out activities for peace together with certain women's associations abroad, at home and in the republics of former Yugoslavia. Recently, it has centered its attention primarily on refugee issues.

The "Women With Ideas" Women's Section of the "Manager" Managers' Association

The aims of this group, founded in 1990 include: the exchange of information on the management problems faced by companies managed by the group's members. The group's members exchange advice on how to manage companies successfully - in which they also cooperate with international organizations. The group also promotes women in management, popularizes the work done by women small-business managers and their contribution to the development of management in Slovenia in general, organizes training courses for female managers in cooperation with domestic and foreign male and female experts in the field. Apart from this, the group also places proposals on legal solutions in the field of management before the government and participates in shaping the country's economic policy with its viewpoints.

PART TWO

With the Act On Notification of the Inheritance of the United Nations Conventions (Official Gazette of MP, No 9/92, dated 1771992), the Republic of Slovenia declared itself to be the legal inheritor of the Convention on the Abolishment of All Kinds of Discrimination Against Women. The Ministry of Foreign Affairs of the Republic of Slovenia informed the United Nations Secretariat of this decision on 6 July 1992, which in turn on 22 October 1992 in an official note (effective from 25 June 1991), verified the legal inheritance of the Republic of Slovenia in respect of the Convention on the Abolishment of All Types of Discrimination Against Women.

On the basis of a provision of Article 18 on the abolishment of all types of discrimination against women, the Republic of Slovenia is hereby submitting the first - preliminary - report on measures taken for the realization of the rights acknowledged by this convention, as well as of the success it has achieved in the realization of the above-mentioned convention. The rules defining the rights listed in the convention and the provisions of which we refer to in this report are as follows:

- The Constitution of the Republic of Slovenia (Official Gazette of the RS No33/91-I),

- The Penal Code of the Republic of Slovenia (Official Gazette of the SRS No 12/77, 19/84, 47/87, 33/89, 5/90),

- The Law on Minor Offences (Official Gazette of the SRS No 25/83, 42/85, 47/87, 5/90),

- The Law On Fundamental Rights and Labour Relations (Official Gazette of the SFRY No 60/89),

- The Law on Labour Relations (Official Gazette of the RS No 14/90, 5/91),

- The General Collective Agreement for the Commercial Sector (Official Gazette of the RS No 31/90, Annex 11/93),

- The Law on Marriage and Family Relations (Official Gazette of the SRS No 14/89 - the revised text),

- The Law on Citizenship of the Republic of Slovenia (Official Gazette of the RS No 1/91-I, 30/91-I, 38/92),

- The Law On Organizing and Financing Education (Official Gazette of the RS No 12/91-I),

- The Law on Employment and Unemployment Insurance (Official Gazette of the RS No 5/91, 12/92),

- The Law on Old-Age Pensions and Pensions for the Disabled (Official Gazette of the RS No 12/92, 13/93),

- The Law On Health Care and Health Insurance (Official Gazette of the RS No 9/92),

- The Law on Protection of the Population from Nationwide Epidemics of Contagious Diseases (Official Gazette of the SFRY No 51/84, 63/90),

- the Ordinance on Measures for the Prevention of the Spreading of Infectious Diseases in Medical Institutions (Official Gazette of the SRS No 49/86),

- The Law On Social Custody of Children (Official Gazette of the SRS No 35/79, Official Gazette of the RS No 9/90),

- The Law On Obligatory Relations (Official Gazette of the SFRY No 29/78, 39/85),

- The Penal Code of Law of the SFRY (Official Gazette of the SFRY No 44/76, 34/84, 74/87, 57/89, 3/90, 38/90),

- The Provision on the Unified Classification of All Criminal Acts (Official Gazette of the SFRY No 45/78),

- The Law on Foreign Affairs (Official Gazette of the RS No 1/91-I),

- The Self-Management Agreement on Maternity Leave (Official Gazette of the SRS No 36/87 - the revised edition, 36/88, 24/89),

- The Self-Management Agreement on the Rights and Duties of the Farmers' Alliance, in Respect of the Realization of the Right to Maternity Leave (Official Gazette of the SRS No 7/82, 17/82, 1/83, 34/84),

- The Law on Presidential Elections (Official Gazette of the RS No 39/92),

- The Law On Elections to the National Assembly (Official Gazette of the RS No 44/92),

- The Law On Defining Electoral Districts for the Election of Delegates to the National Assembly (Official Gazette of the RS No 46/92),

- The Law on Delegates (Official Gazette of the RS No 48/92),

- The Law On the Registering of Voting (Official Gazette of the RS No 46/92),

- The Law On the National Council (Official Gazette of the RS No 44/92),

- The Law On Defining Electoral Districts for the Election of Representatives of Local Interests to the National Council (Official Gazette of the RS No 48/92).

Articles 1 - 3

The fundamental provisions prohibiting any discrimination whatsoever against women in Slovenia, ie the basic provisions that make possible complete equality of the sexes, can be found in the Constitution of the Republic of Slovenia, in the chapter on human rights and fundamental freedoms (Articles 14 to 65).

Equality before the law (Article 14) is the first human right and fundamental freedom guaranteed by the Constitution of the Republic of Slovenia. According to this provision, each individual in the Republic of Slovenia is guaranteed equal human rights and fundamental freedoms, irrespective of national origin, race, sex, language, religion, political or other beliefs, financial status, birth, eductaion, social status, or whatever other personal circumstance. All persons shall be equal before the law.

The same fundamental rights and freedoms are also exercised in all legislation following from this fundamental provision.

Ensuring that these fundamental rights and freedoms are exercised falls within the jurisdiction of the Constitutional Court of the Republic of Slovenia.

To ensure that these rights are properly exercised, the Constitution of the Republic of Slovenia provides for the appointment of a human rights ombudsman, whose task is receive, investigate and report on complaints on the infringement of human rights by government bodies, local administration officials and statutory authorities. This provision of the law has not been realized yet, as parliament has still to pass the Law On the Human Rights Ombudsman. Currently, ensuring that human rights and freedoms are respected falls within the jurisdiciton of a collective body - the Council for the Protection of Human Rights, which was voted in by the Slovene parliament even before the new constitution was adopted.

In keeping with the principle of equality before the law, all human rights and fundamental freedoms guaranteed by the Constitution of the Republic of Slovenia (in keeping with the International Agreement on Citizens' and Political Rights, the European Convention on Human Rights and other international documents), these rights apply to every individual (with the exception of certain rights appliccable only to citizens of the Republic of Slovenia, such as the right to vote, and so forth) without any discrimination whatsoever between the sexes. Even in exceptional circumstances such as war or a state of national emergency, during which certain human rights and fundamental freedoms may temporarily be revoked or restricted, such measures may not be taken that would cause inequality on the basis of race, sex, language, religion, political or other beliefs, financial status, birth, education, social status or whatever other personal circumstance (Article 16 of the Constitution of the Republic of Slovenia).

The constitutional principle of equality between men and women is also ensured by legislation, which defines in greater detail the manner in which the individual human rights and fundamental freedoms are to be realized in the individual fields of politics, economics, social life, culture and others, as well as before individual state bodies of authority such as courts and bodies of state administration) and other persons vested

with public authority. Here we must stress that all laws and other regulations must comply not only with the Constitution of the Republic of Slovenia, but also with generally accepted principles of international law and must accord with international agreements binding on Slovenia. We would also like to add that all proclaimed international agreements ratified by Slovenia to which Slovenia adheres, shall take immediate effect (Article 8 of the Constitution of the Republic of Slovenia). This, among other things, means that all provisions of the Conventiton on the Abolishment of All Forms of Discrimination Against Women take precedence over Slovenia's internal legislation.

Every violation of human rights and fundamental freedoms - and therefore also every form of discrimination against women - is punishable by law. All laws that define in detail the manner in which the individual human rights and fundamental freedoms are to be realized in each individual sphere of life, usually also describe in a special chapter the sanctions foreseen for those who violate these rights.

Moreover, the right to obtain redress for the violation of human rights and fundamental freedoms is guaranteed by the Constitution of the Republic of Slovenia (Article 15). In the event that an individual's human rights and fundamental freedoms are infringed by breaches of the Constitution involving individual acts, the individual has the right to file a complaint. The Constitutional Court, being empowered to decide upon such matters, shall also ensure that the human rights and fundamental freedoms of individuals are protected in all such cases (Paragraph 6 of Article 160 of the Constitution of the Republic of Slovenia).

Infringements of a person's rights to equality before the law are prohibited as a separate violation of the law in the Penal Code of the Republic of Slovenia (Article 60). It is considered that such a violation has been committed by anyone "who for reasons of a person's national origin, race, sex, language, religion, political or other beliefs, financial status, birth, education, social status or whatever other personal circumstance denies any individual the human rights and fundamental freedoms guaranteed by the Constitution, the law or other rules, or who curtails the human rights and fundamental freedoms of any individual, or who grants any individual a particular right or favour on the basis of such discrimination." The penalty for committing such violations of the law varies from three months to five years' imprisonment.

The fact that not one individual has been found guilty of a violation of the right to equality over the past few years in the Republic of Slovenia proves that this principle is respected in this country.

The constitutional and legal order in effect in Slovenia before the new constitution was adopted in 1991, i.e. as long as Slovenia was a constituent republic of the SFRY, guaranteed complete equality between men and women and prohibited and sanctioned all forms of sexual discrimination.

It may be concluded from the above that the Republic of Slovenia guarantees equality among all its inhabitants. This right is ensured by both the internal legislative system and the possibility of direct appeal and exercise of international provisions, as has

already been stated in this report.

Article 4

1. No temporary measures have been passed in the Republic of Slovenia whose aim has been the realization of actual equality between men and women, as this right is protected on the constitutional and legislative level (see the report on Articles 1 - 3 of this convention), while all violations of the right to equality are sanctioned in accordance with Article 60 of the Penal Code of the Republic of Slovenia.

2. According to Article 53 of the Constitution of the Republic of Slovenia, "the State shall protect the family, motherhood, fatherhood, children and young people and shall provide proper conditions for effecting such protection".

Labour legislation in particular mentions the protection of motherhood and the rights of workers who have children in their care. This section of the labour legislation on particular protection (the Law on Fundamental Rights in Working Relationships and the Law on Working Relationships), applies to women in working relations and in various phases of their lives:
- For the entire duration of a woman's working relationship with regard to the protection of the female employee from the dangers and harmful effects of certain production and technological processes where these processes, owing to their degree of difficulty, or to the possible use of harmful agents, could exert a negative influence on the female employee's reproductive capability;
- During pregnancy, when the level of danger and harmful effects is higher, during which time female employees need particular protection from potentially harmful efects, dangers and physical labour to which they would otherwise be able to expose themselves and/or perform, if not with child;
- In the time after giving birth and while caring for small children, working mothers must be given the right of absence from work, in order that they may nurture and care for the child.

In the event that circumstances hinder the working mother from exercising her rights to the particular protection of motherhood, the law stipulates that the right to particular protection be transferred to the person taking care of the working mother's child.

Denying a working mother who, according to Article 76 of the Law on Working Relations has "the right to special protection during pregnancy, the time of birth and in connection with motherhood," her right to the above cited, is punishable according to item 7 of the first paragraph and the whole of the second paragraph of Article 89 of the Law on Fundamental Rights in Working Relationships.

Article 5

(a) The traditional division of labour, ie roles between the sexes is also common in the Republic of Slovenia, as in many other countries. Thus, women still perform most of the household tasks, which means that, considering the high employment rate, women have a double workload, the shift at work being followed by another at home. (Work at home within the family has lost its economic value and price and is not even regarded as "proper work".) The trends characteristic of the development of families or households in the Republic of Slovenia are as follows:
- A decrease in family size, iein the number of persons per household (over the past thirty years from an average of 3.5 persons to 3.1 persons per household);
- A decreasing birthrate;
- A decrease in the number of marriages and an increase in de-facto relationships (over 25% of all children are born to parents in such relationships);
- A drop in the quality of life for families, ie households;
- An increase in the amount of informal (unrecognized) household work done, and so forth.

Violence in the family - the victims of which are mainly the weaker members of the family, i.e. women and children, is one of the most difficult factors to monitor and one for which few convictions result, even though it is punishable by law, as it is usually not reported.

According to data forwarded to us by the police, of the 56,076 crimes reported in 1992, women were the victims in 19.8% (11,130) of cases Of these, 35.1% were murder victims, 28.6% were counts of grievous bodily harm, 20.4% of severe bodily harm and 17.8% were counts of lighter bodily injuries, while women were the victims in 22.1% of all cases in which persons were threatened with dangerous implements during fights.

The Penal Code of Slovenia lists the following sanctions:
- For murder, Article 46 calls for a prison sentence of a minimum of 5 to 25 years (there is no capital punishment in the Republic of Slovenia);
- The perpetration of bodily harm against any individual is punishable with a prison sentence of up to 10 years (depending on the extent of the injuries sustained by the victim);
- Threatening with a dangerous instrument/weapon during fights or brawls is punishable with a fine or up to 6 months imprisonment.

In 1992, 98 cases of rape were reported and females were the victims in 26 cases of sexual violence, 9 cases of sexual abuse of a person in a weakened state, in 62 cases of sexual assault on a person less than 14 years old and in 13 cases of sexual harrassment through abuse of authority.

With regard to sexual crimes, the Penal Code of the Republic of Slovenia calls for the following punishments:
- For rape, a prison sentence of a minimum of 1 year and a maximum of 10 years (Article 100) and for sexual violence, a prison sentence of a minimum of 3 months and a maximum of 8 years (Article 101).

- The sexual harrassment of a person in a weakened state is punishable by a prison sentence of 6 months to 5 years (Article 102).
- The sexual abuse of any person less than 14 years old is also punishable with 6 months to 5 years' imprisonment (Article 103), while the third paragraph of the same article calls for a prison sentence of 1 to 8 years when misuse of authority is involved.
- Article 104 calls for sexual harrassment through abuse of authority to be punished with 3 months to 3 years' imprisonment and in the event that the crime is perpetrated against a person less than 14 years old, a prison sentence of 6 months to 5 years.

Owing to the well-known fact that the victims of domestic violence often keep silent about these occurrences, the statistical records kept by the police do not give a comprehensive picture of the percentage of women and children who are victims of sexual abuse and/or of of domestic violence.

The percentage of violations of Article 11/4 of the law (On Disturbing the Peace) within which context most interventions in family disputes or disputes between partners are classified, was on average 36.5% and in steady growth. In 1992, a total amount of 20,531 minor violations according to the Law On Minor Violations were recorded. Police intervention was necessary according to Article 11/4 in 7,728 (37.6%) of these cases involving family disputes. Such minor violations are punishable with prison sentences of up to 30 days.

The Office for Women's Politics organized a "Round Table Discussion on Violence Against Women" in 1993, in which experts from all fields in connection with this problem participated. The aim of the discussion was to bring the problem to the attention of the general public, while at the same time informing the public of the possibilities for solving their problems (advice, facilities) available to the victims of violence. The conclusions drawn following this round table discussion, together with concrete proposals for the improvement of the position of the victims were forwarded by the Office to the Government of the Republic of Slovenia and the appropriate ministers. Some of these proposals were as follows:
- The initiative for the establishment of a fund for redress for the victims of violence;
- The initiative for professionaly guided therapy groups offering aid to the victims of violence to be organized in several centres for social work;
- The initiative for the founding of family courts (senates), which are to pass judgement following a special procedure;
- The initiative that women-victims of violence be entitled to the services of a representative, if they so wish
- The initiative that the appropriate legislation also include the possibility of preventing the perpetrator of a violent act from gaining renewed access to the victim, in order to prevent further violence;
- The initiative that additional training and education courses be organized for experts whose professions deal with any of the aspects of violence against women;
- The initiative for the elaboration of a methodological system for keeping track of domestic violence.

Civil society groups offer aid and assistance to the victims of domestic violence (SOS telephone services, shelters for victims of violence, and the like), as we have come to

the conclusion that, in Slovenia, as in all other countries, the crime prevention apparatus and interventions in spheres as sensitive as family life alone cannot be effective in the long run.

(b) Article 54 of the Constitution of the Republic of Slovenia stipulates the rights and duties of parents as having the right and duty to provide for, educate and bring up their children.

Article 6

The Constitution of the Republic of Slovenia contains no provisions that refer specifically to the prevention of all forms of trafficking in women and exploitation of women through prostitution. The chapter on human rights and fundamental freedoms of the constitution, however, contains several provisions which refer directly to the protection of women from such activities, such as:
- The protectin of personal liberty (Paragraphs 1 and 2 of Article 19), which gurarantees the right of each individual to personal liberty and that no person may be deprived of his liberty except in such cases, and pursuant to such procedures, as are laid down by statute;
- The right to personal dignity (Article 34), which is expressed in the Constitution, which states that the personal dignity and security of the individual shall be guaranteed;
- The protection of the right to privacy and of personal rights (Article 35).

This right guarantees the physical and mental integrity of each person and each person's right to privacy and his/her other personal rights.

According to the Penal Code of the SFRY,which after the proclamation of the Republic of Slovenia on 25 June 1991 is in force as a national regulation, the following actions are sanctioned as particularly serious crimes:
- The criminal act of the enslavement of persons and the transport of persons in such a state (Article 155). According to the Penal Code, the following actions are defined as trading in slaves: "Ifa person, in violation of the stipulations of international law, forces another into a state of slavery, or a similar state, or keeps another person in such a state, or buys a person from, or sells him/her to, or hands him/her over to another person, or negotiates any deal involving the purchase, sale or handing over of such a person, or incites another to sell his/her own liberty or the liberty of any person in their care." The law sanctions such criminal acts with 1 to 10 years' imprisonment In the event that such a criminal act is perpetrated against a juvenile, the perpetrator is liable to be sentenced to a minimum of 5 years' imprisonment.
- The criminal act of soliciting for a prostitute (Article 251).
- The Penal Code defines the following actions as soliciting for a prostitute: "When a person persuades, incites, encourages or beguiles women into prostitution, or participates in any way whatsoever in handing over a woman to another person for the purpose of prostitution." The law sanctions such criminal acts with prison sentences of a minimum of 3 months to 5 years. In the event that the crime was perpetrated against a juvenile, or by means of force, threat, or deception, the sentence is from 1 to 10 years.

Both penal sanctions thus forbid in an appropriate manner all forms of enslavement of women, as well as all forms of exploiting prostitution.

Trading in women (the sale of women for the purpose of marriage, or as servants, and so forth) does not exist in the Republic of Slovenia.

The number of persons convicted of the crime of soliciting for prostitutes was also very low in the past. Yet it cannot be concluded on the basis of this data that there is no such thing in Slovenia. It is more likely the case that such activities are hard to keep track of and to prove, in particular when the women/perpetrators of these criminal activities are not interested in seeing the perpetrators indicted.

From 1989 to 1992, records show that only 10 victims of the crime of soliciting for prostitution reported the crime.

These data in all likelihood do not mirror the actual state in our society, as an examination of the personal columns and trade sections of certain newspapers and periodicals reveals that several advertisements offer various sexual services In the same way, the number of so-called massage salons which are merely a cover for sexual services has also increased, together with the number of nightclubs with predominantly Eastern European artistes.

Article 7

The fundamental Constitutional provision, which ensures equality between men and women, in all fields (thus also in politics and in public), is the already-cited provision of Article 14 of the Slovene Constitution. It is not possible to quote any specific legislative and administrative provisions pertaining to equality between men and women in politics and in public life, as the whole legislation regulating both these spheres of life in Slovenia are founded on the principle of equality between the sexes. For this reason, the fact that women have completely equal rights to those of men is not particularly stated or emphasized in individual laws.

(a) The right to vote in all elections and public referendums and the right to stand for election to all government and administrative bodies voted in by public election, is guaranteed by Article 43 of the Slovene Constitution, which states: "The right to vote shall be universal and equal. Each citizen who has attained the age of 18 years shall be eligible to vote and to stand for election. Voting rights of foreigners may be determined by statute."

The regulations governing the elections in detail are: the Law on Elections for President of the Repubic, the Law on Elections to the National Assembly, the Law on Determining Constituencies for the Election of Delegates to the National Assembly, the Law on Delegates, the Law on the Registering of Voting, the Law on the National Council and the Law on Defining Electoral Districts for the Election of Representatives of Local Interests to the National Council.

The degree to which women are represented in individual political and other administrative bodies is one of the indicators of how equal the sexes are in reality Women are predominant in some areas, ie in some political and public posts, while in others, they are still a small minority The higher up one climbs on the social ladder of influence and power, the less women one encounters.

In the National Assembly, as the highest body of authority in the Republic of Slovenia, only 13 of the 90 Delegates are women, while of the 40 Councillors elected to the National Council, only one is a woman (the representative of the health care sector).

Among the 15 government ministries, only one - the Ministry of Labour, Family and Social Affairs, has been entrusted to a woman.

Data on the percentage of women in political parties also indicate that women have not yet made their influence felt sufficiently in politics (we list the data available to us at the time):
- The strongest parliamentary party - the Liberal Democratic Party, is comprised 28.2% of women Women also make up 26.5% of the party's leadership,
- The National Party of Slovenia is comprised 18% of women, while women make up 8.3% of its leadership,
- The Social Democratic Party of Slovenia is comprised 20.3% of women, who make up 10.5% of its leadership,
- The Party of Social Democratic Reform of Slovenia is comprised 37.3% of women and women make up 23.7% of the party's leadership,
- The Social Democratic Union of Slovenia is comprised 18% of women, who make up 15% of its leadership, while 40% of the Slovene Socialist Party's members are women, who make up 8% of its leadership.

(b) A total of 60.6% of all employees of the regular courts of first instance, 69% of all the judges in matters of minor offences, and 51.4% of all the first instance public prosecutors are women. These figures are far smaller in the Supreme Court, where the percentage of women is only 28.6% and where 14.3% of all Public Prosecutors of the Republic of Slovenia are women, while not one of the Judges of the Constitutional Court is a woman.

In 1993, 59 men and only 3 women were elected chairpersons of the municipal communities of Slovenia. The City of Ljubljana and the community of coastal municipalities are governed by men. At the most recent local community elections in 1990, 567 men and only 90 women were voted into the community executive councils of Slovenia.

(c) Women are just as active as men in various non-governmental organizations and associations in public and political life.

As we have already mentioned in the first part of this report, women's organizations and groups have only recently been formed in our society.

Article 8

In view of the provision of Article 49 of the Slovene Constitution, which guarantees the free choice of employment for everyone and that there shall be no unjust discrimination in work opportunities available to each person, women have equal opportunities to those of men to represent their government on an international level and to cooperate in the work of international organizations.

The Law on Foreign Affairs regulates the terms of employment in Slovenia's diplomatic corps. This law does not discriminate between the sexes in employment. Professional diplomats are employees of the Ministry of Foreign Affairs, who, in keeping with the aforementioned law, fulfil all the requisite preconditions for the performing of professional work in diplomatic, consular or interior offices, and who have signed a working agreement with the administrative body responsible for foreign affairs.

Of the total of 82 employees in Slovenia's diplomatic offices, 24 are women. Among these, one is an ambassador, one an advisor, two are first secretaries, one is a third secretary, seven are desk officers and 12 are correspondents.

Article 9

1. The law on Slovene citizenship is in its entirety in keeping with the stipulations of the Convention and accords equal rights to all persons, regardless of sex. Article 3 of this law defines the way in which one may gain Slovene citizenship as being: by birth; by being born in the Republic of Slovenia; through naturalization, i.e. by being granted citizenship upon application; and through international treaty.

2. Article 4 of the Law on Citizenship defines the gaining of citizenship by birth as follows: A child gains citizenship by birth if both its parents have Slovene citizenship at the time of its birth, if one of its parents has Slovene citizenship at the time of its birth, if one of its parents has Slovene citizenship at its birth and the other parent is unknown, is of unknown citizenship, or has no citizenship and the child is born abroad.

Article 10

Article 57 of the Slovene Constitution guarantees equal rights to education by stipulating: "Education shall be free. Primary education shall be compulsory and shall be financed from public revenue. The State shall provide the opportunity for all citizens to obtain a proper education."

(a) Education is the organized, planned and systematical imparting of knowledge and general civilizational and cultural values and is carried out at the following levels, i.e.

in the following fields:
- Pre-school education in preparation for primary school,
- Compulsory primary school education,
- Secondary level education,
- Tertiary level and post-graduate education,
- Education and vocational training for retarded children and young people,
- Basic education in the field of music,
- Adult education.

In order to fulfill these stipulations and supply the above-listed educational facilities, 824 primary schools with a total of 9,515 departments were organized for children and young people in Slovenia in 1990; 150 secondary schools with a total of 3,122 departments; two universities with a total of 16 faculties between them; 9 colleges of further education; 3 academies; 76 organizations with a total of 596 departments to educate and teach retarded children and young people skills; and 89 music schools and 1 ballet school.

The differences made between the sexes throughout the entire school system indicate a kind of positive discrimination towards girls. Girls are more successful in completing their primary school education and make up over a half of those enrolled in the first year of secondary school (50.5% in 1991/92) More girls than boys are enrolled in secondary schools for the following subjects, i.e. industries (these data are for 1991/92): textiles: 96.9%; chemistry, pharmaceuticals, rubber manufacture, non-metal substances: 96.5%; services: 96.2%; social science: 90.1%; education: 86.4%; health care: 85.5%; economics: 79.7%; leather processing: 74.2%; culture: 65.4%; grammar school: 64.8%; tourism and catering: 56.7%; and printing and paper production: 55.1%.

The smallest percentage of girls enrolled in the schools for the following subjects: metallurgy and metals: 3.7%; mining and geology: 3.4%; forestry: 0.6%.

Not one girl enrolled in the secondary school for internal affairs, as this is the only school in Slovenia where girls cannot enroll. Women can also become police officers if they wish in Slovenia. Special training courses are available for all interested, in which they can enroll after graduating from secondary school.

Women are even more successful in matriculating for tertiary education courses. According to the figures recorded by Slovenia's universities in the school year of 1987/88, 55.7% of all regular students were women, and of the students graduating in 1992, 62.3% were women, despite the fact that there is a higher percentage of men than women in this generation.

The departments of college and university education in Slovenia[3]

SCHOOLS FACULTIES ACADEMIES	REGULAR STUDENTS			
	1988/89		1992/93	
	MEN	WOMEN	MEN	WOMEN
COLLEGES				
-Administrative	71	285	58	294
-Internal Affairs	-	-	-	-
-Technical and Safety	151	30	167	23
-Health Care	53	395	66	442
POLYTECHNICS				
-Law	100	272	143	482
-Social Work	21	152	24	205
-Maritime and Transport	202	61	249	98
-Agriculture	96	110	121	110
FACULTIES				
-the Humanities	377	1,827	554	2,375
-Economics	505	1,498	972	1,986
-Law	208	549	285	621
-Social Sciences	248	502	308	765
-Sports	202	160	302	188
-Teacher Training	193	1,550	435	2,766
-Economics and Business	366	1,167	630	1,275
-Organization and Planning	265	367	453	388
-Theology	157	13	207	95
-Mechanical Engineering	1,431	93	1,524	46
-Electrical Engineering and Computer Science	1,760	260	2,043	119
-Architecture, Engineering and Geodesy	545	431	735	541
-Science and Technology	902	1,421	1,119	1,523
-Technology	1,750	581	2,030	534
-Biotechnics	808	909	791	830
-Veterinary Science	-	-	140	120
-Medicine	350	697	418	711
ACADEMIES				
-Music	79	136	111	135
-Art	61	76	76	73
-Theatre, Radio, Film and Television	38	38	39	43

[3]Source: Statistical Office of the Republic of Slovenia

The figures on post-graduate and doctoral studies, however, show a significant change in the ratio between women and men. In 1991, 40.7% of all persons completing post-graduate studies successfully were women (in 1988: 40.5%), while 26.3% of all persons to achieve doctorates were women (in 1988: 18.1%). There are probably several reasons for the drastic drop in these figures when it comes to post-graduate studies. One of them is certainly that the time during which the average student decides to do post-graduate studies coincides with the stage in life at which people start families and have small children, which narrows down the possibilities for study above all for women.

As far as equal condiditions for gaining the desired level of education are concerned, city-dwellers have an advantage over children and young people from rural areas. Children and young people from rural areas encounter two major obstacles. The first is of a practical nature and goes hand in hand with the lack of community services, social and cultural infrastructure characteristic of rural areas, which narrows down the chances of gaining a better education for the children and young people in these regions considerably, along with the possibility of engaging in other beneficial and educational activities outside of school, such as sports and the like The second - subjective - reason is connected closely with the first. Mainly, owing to the smaller amount of information available, the knowledge of different lifestyles of the inhabitants of rural areas is also smaller, so that both female and male young people more frequently decide to live the traditional way they grew up with. This is particularly obvious in cases when the young person is the inheritor of a farm in an area where up until recently tradition dictated that the son or daughter who will remain on the farm has less need of a thorough education than the children of the same family who intend to seek employment elsewhere. Although this traditional bias has already been done away with to a considerable extent, there is a danger that the current economic crisis will bring about a revival of such thinking, as increasingly less money is available both in the family and in government scholarship funds for education.

(b) Article 8 of the Law on Financing Education stipulates that in order to carry out activities involving education according to education programmes for which official certificates of education are issued, or according to programmes for which such certificates are not issued, but which are accepted or approved as imparting the necessary knowledge by any legally authorized body, all prescribed conditions must be fulfilled, such as teachers' and other professional workers' qualifications, the appropriate facilities and equipment. Fulfilment of these conditions is ascertained by the appropriate administrative body by decree.

On the basis of this provision, all pupils/students, whether male or female, are guaranteed equally qualified teaching staff, as well as equally good facilities and equipment.

In order to facilitate access to all available courses equally for both male and female pupils and to acquaint the pupils of both sex attending primary school as thoroughly as possible with all the secondary-school courses they can choose from, the Employment Bureau of the Republic of Slovenia organizes a careers advisory and guidance service for all 7th and 8th grade primary school pupils and all secondary schools organize

so-called "information days" in order to provide pupils with as much information as possible on the programmes they have to offer.

Careers advice and guidance is also available in secondary schools and at university, where "information" days are also organized.

The conditions of recommendation for pupils in deciding which programme of education they will choose list separately the conditions prevailing in the individual fields which could pose an obstacle to equal job opportunities above all for women, as is stated in the programmes for mining, maritime sciences, metallurgy, construction engineering and traffic and transport studies.

(c) On the basis of the provisions of the Constitution and the Law, classes in the Republic of Slovenia are mixed, so that all pupils have equal educational opportunities.

A more thorough analysis of school textbooks would be necessary in order to be able to answer the question of how equality between the sexes is depicted in school text books in greater detail. We have limited our observations to certain obvious, easily noticed factors, such as the illustrations and the text in respect of gender.
- The characteristic and predominant illustrations, particularly in the lower grades, show a departure from the stereotypical way of depicting the sexes in various careers, or of depicting the traditional male and female roles in domestic situations, such as the classical scene of: man reading newspaper while woman cooks. The only exception is the illustrated material for retarded pre- school children.
-Most text-books and exercise books use the first person masculine singular or plural in the generic sense. This usage is also predominant in the introductory notes of these books, which read: "Učenci (the masculine plural of the word pupil), osmošolci (masc plural of the word for pupil of the eighth grade), sedmošolci (masc plural of the word for pupil of the seventh grade), spoznal boš (meaning "you - masc - will find") and so on. The only exceptions to the rule we came across were 1. The reading-book for the third grade of primary school, the authors of which address both their male and female readers. The reading matter is divided into two chapters: one for the girls and one for the boys and its aim is to encourage the children to satisfy their curiosity and to explore their own identities by discovering the differences and the likenesses between both positions in life; and 2. the introduction to the text book for natural and social science studies for the third grade. An attempt was made to use both the masculine and the feminine form of address in this book in order to address both sexes equally, which, however, proved to be impossible, as it hampered the conveyance of meaning. The issue of using both the masculine and the feminine form of address in school text-books is still an open one.

(d) Scholarships are regulated in the Republic of Slovenia by the Law on Employment and Unemployment Insurance (Articles 55 - 59). This law divides scholarships into two categories: state scholarships and vocational training scholarships granted by companies to future employees.

The most common form of scholarship for pupils and students is the vocational training scholarship, given by companies and employees in keeping with their staffing needs The

decision on granting such scholarships is entirely in the domain of the company and its employees, with the exception of the amount, as the law dictates that such scholarships may not be lower than 20% (for pupils) and 30% (for students) of the minimum guaranteed personal income minus all contributions and taxes on the guaranteed minimum income as stipulated by the law.

The main aim of State scholarships is to make education possible to all pupils (both male and female), and in particular to those from poorer families. For this reason, certain conditions in relation to an applicant's family's material standing must be fulfilled by all students/pupils applying for State scholarships. The only exception to this rule is in the event that the pupil/student applying for the scholarship is particularly gifted.

In the school year of 1992/93, state scholarships were granted to 42,369 secondary school pupils, of whom 23,374 (55.2%) were female; 11,483 scholarships were granted to students of colleges and universities, of whom 7,280 (63.4%) were women; and 23 scholarships were granted to post-graduate students, of whom 10 (43.5%) were women.

(e) In the Republic of Slovenia, efforts are made to encourage continuing education, as we are aware of the fact that there is no progress without constantly striving to acquire new knowledge.

The Law on Working Relations (Article 69) defines continuing education, vocational training and on-the-job training as the duty and right of all workers, which stems from the needs of the working process and the aim of which is to stay employed and to progress in one's career. The conditions for exercising worker's rights and duties in regard to education and training and the rights and duties of workers and companies, ie employees, as well as the scope of these are defined in the Collective Agreement, ie the General Act. Employees are subject to disciplinary measures if they refuse to attend courses, training or supplementary courses essential to the working process.

In order to realize the right to continued education, courses for adults were organized in 29 primary schools with a total of 107 departments, 107 secondary schools with a total of 439 departments and courses within the framework of both Slovene universities, at all the faculties, academies and colleges in Slovenia.

Apart from these educational institutions, the so-called peoples' universities also offer educational programmes, along with a number of other educational institutes.

Adult Education[4]

TYPE OF SCHOOL	1988/89		1991/92	
	MEN	WOMEN	MEN	WOMEN
PRIMARY SCHOOL	1,112	800	946	514
SECONDARY SCHOOL	6,120	4,648	3,932	3,525
COLLEGE	433	377	278	332
POLITECHNIC	303	333	338	371
UNIVERSITY	2,704	2,573	1,894	2,544
ACADEMIES	11	6	6	2

PEOPLES UNIVERSITIES - PARTICIPATION IN COURSES AND SEMINARS	1988/89		1990/91	
	MEN	WOMEN	MEN	WOMEN
GENERAL EDUCATION	22,220	38,978	12,333	31,698
PROFFESIONAL TRAINING	24,308	19,685	12,313	11,839
OTHER EDUCATION	601	467	215	267

Despite the fact that we are all aware of the need for continuing education and that this is constantly emphasized, the number of adults participating in educational programmes is decreasing (with the exception of university-level studies). The reasons for this lie primarily in the economic crisis, the result of which is a high unemployment level and a subsequent large "supply" of people with all kinds of qualifications on the labour market to choose from, a poorly elaborated system of staff training and lack of funding in companies.

It is interesting that women also predominate in adult education courses in the college and polytechnic institutions and on the university level (according to the data from 1991/92). Judging by the results of the study under the heading of The Needs and Possibilities of Individuals in Adult Education (conducted by the Pedagogical Institute at the University of Edvard Kardelj in Ljubljana in 1989), in which the respondents

[4]Source: Statistical Office of the Republic of Slovenia

stated that the greatest obstacles in the path of their ambitions for further education were: too much work, nobody to mind the children, family relations, the cost of education, and other, similar reasons, coupled with the fact that, as in many other countries, women in the Republic of Slovenia still bear the brunt of household and family responsibilities, we can conclude that women hunger for knowledge to the extent that they overcome all obstacles in their way.

The problem of illiteracy is almost non-existent in Slovenia, as, according to the data gathered during the most recent population census conducted in 1991, only 0.4% of all children aged 10 years and over are illiterate (0.5% of these persons being female and 0.4% male). This is a result of the law binding all parents to ensure that their children attend primary school and enabling all persons who did not complete their primary school education within the prescribed timespan to do so within the framework of the cost-free nationwide adult education programme set up for this purpose.

(f) The fact that primary school education is compulsory and that all persons, regardless of sex have equal opportunities for education, has probably contributed to the fact that in 1990, the average amount of years of schooling among adults in the Republic of Slovenia was 10.4 years, with women averaging 9.9 years and men 10.8.

As has already been stated in point (e) of this Article, all persons who end their schooling early, have at their disposal a large number of eduacational programmes. Apart from the so-called regular forms of schooling, the Bureau for Employment offers a large range of job-training, supplementary and pre-qualification courses for all unemployed persons of either sex registered at the office.

(g) Within the framework of the educational system, boys and girls have equal opportunities for active participation in sports and physical education. Physical education is a compulsory subject in all programmes of education.

A total of 419 students matriculated at the Faculty of Physical Education in the school year of 1991/92, of which 177 (i.e. 42.2%) were women.

Although women and men also have equal opportunities for participation in sports and recreational activities and in top competition sports, according to the data from 1988, a total of 89,860 persons participated in such programmes, of whom 24,147 (i.e. 26.9%) were women.

(h) In Slovenia, elements of family and health education are included in the primary and secondary school education programme for both sexes alike.

In the primary school education programme, the basics of health care and social behaviour are taught in an integrated way from the first to the seventh grade, while elements of education on family-related topics are incorporated in the subject Ethics and Society in the eighth grade.

A unified programme of health care is carried out in the secondary schools, together with elements of education on family- related topics. Both together encompass a minimum of 32 school periods and form a part of the compulsory educational programme. Only in the grammar school programme can pupils choose from a range of health-care programmes which includes subjects encompassing a minimum of 16 school periods. Education of family-related topics is carried out within the framework of the subject: "On Family Life, Peace and Violence", of which a compulsory minimum of 16 school periods must be included in all secondary school education programmes.

Article 11

1. Men and women have equal employment opportunities in the Republic of Slovenia. Article 49 of the Slovene Constitution stipulates that freedom of work is guaranteed, that each person has the right to freely choose his/her employment, and that there shall be no unjust discrimination in work opportunities available to each person.

Apart from the Constitution, which defines the fundamental rights of equality between men and women in employment, all questions in connection with employment are regulated in greater detail by the Basic Law on Rights in Working Relations, the Law on Working Relations, the General Collective Agreement for the Commercial Sector and the General Collective Agreement for the Non- Commercial Sector.

Employment Among Women

Employment for women is not new to Slovenia, since even at the beginning of this century, around 20% of all employed persons in the territory of the current Republic of Slovenia were women. The first population census conducted after World War II (in 1953), indicates that among the 773,000 women encompassed by the census, more than one third was "economically active" and that 33.2% (88,790) of the 266,637 employed persons encompassed by the census were women. Since then, the percentage and number of employed women grew steadily, up until 1988, when almost 400,000 women were employed. After 1988, the percentage of employed women continued to grow, although this time due to the rapid increase of unemployment figures among the male population, rather than on account of an increase in the number of employed women. In effect, the number of employed women is decreasing, which can be seen from the following tables:

Employment figures for women as of 1988[5]

YEAR	TOTAL	WOMEN	PERCENTAGE OF WOMEN
1988	830,314	384,483	46.3
1989	819,055	381,116	46.5
1990	782,222	365,992	46.8
1991	714,668	336,637	47.1
1992	656,966	313,388	47.7

A total of 220,857 women are employed in the commercial sector, comprising 41.7% of all those employed in this sector, while the 92,531 women employed in the non-commercial sector form 71.3% of the total number employed in this sector.

In the Republic of Slovenia, women employees also predominate in certain areas. The majority of women (44,231, i.e. 83.4%) are thus employed in the health care and social welfare sector, followed by education and culture (32,432, i.e. 66.4%), retail trade (27,745, i.e. 69.9%), the production of final textile products (27,549, i.e. 83.7%), financial and other business services (21, 885, i.e. 55.9%), and so forth.

The least amount of women are employed in the following fields: geological research (21, i.e. 6.2%), coal mining (511, i.e. 6.4%) and the mining of oar for non-ferrous metals (36, i.e. 8.3%).

[5]Source: Statistical Office of the Republic of Slovenia

The Number of Women Employed in Professional Education in 1991[6]

LEVEL OF PROFESSIONAL EDUCATION	TOTAL	WOMEN	WOMEN %
UNQUALIFIED	125,893	73,183	58.1
SEMI-QUALIFIED	47,611	23,368	49.1
QUALIFIED	236,855	87,098	36.8
HIGHLY QUALIFIED	18,807	4,589	24.4
LOWER LEVEL OF PROFESSIONAL EDUCATION	11,858	6,522	55.0
SECONDARY LEVEL OF PROFESSIONAL EDUCATION	186,221	102,286	54.9
COLLEGE LEVEL EDUCATION	55,298	32,773	59.3
UNIVERSITY LEVEL EDUCATION	48,265	21,088	43.7
MASTER'S DEGREE	3,014	944	31.3
DOCTORATE	1,762	321	18.2

The percentage of employed women in relation to qualifications is higher than the percentage of men in the case of unqualified workers and workers with lower, medium and higher professional education.

[6]Source: Statistical Office of the Republic of Slovenia

Unemployment

The change in the political and economic system has caused large upheavals in the economic system. Unemployment has become one of the most critical problems currently facing the government. The loss of the country's former markets and the poor way in which the economy was run in the years before independence, have resulted in several bankruptcies and company reorganizations, causing a rapid increase in the number of unemployed.

Unemployment From 1988 Onwards[7]

	TOTAL			AGED 26 AND UNDER		
	TOTAL	WOMEN	WOMEN %	TOTAL	WOMEN	WOMEN %
1988	21,341	10,085	47.3	11,068	6,175	55.8
1989	28,218	13,788	48.9	14,534	8,249	56.8
1990	44,623	21,396	47.7	22,919	12,285	53.6
1991	75,079	33,559	44.7	35,917	17,316	48.2
1992	102,593	45,072	43.9	41,753	19,524	46.8

[7]Source: Statistical Office of the Republic of Slovenia

Unemployment According to the Level of Professional Education in 1992[8]

	TOTAL			AGED 26 AND UNDER		
	TOTAL	WOMEN	WOMEN %	TOTAL	WOMEN	WOMEN %
UNQUALIFIED	41,090	19,067	46.4	15,695	7,029	44.8
SEMI-QUALIFIED	6,643	1,906	28.7	2,846	977	34.3
QUALIFIED	1,883	1,012	53.7	908	343	34.3
HIGHLY QUALIFIED	27,092	8,913	32.9	11,563	4,372	37.8
SECONDARY LEVEL OF PROFESIONAL EDUCATION	20,619	11,340	54.9	9,869	6,123	62.0
COLLEGE LEVEL EDUCATION	2,907	1,674	57.6	641	510	79.6
UNIVERSITY LEVEL EDUCATION	2,348	1,090	46.4	231	170	73.6

Regarding unemployment, one could speak of discrimination in favour of women, as the percentage of unemployed women is lower than that of men. One of the reasons for the slow fall in the unemployment figures for women is that, as we have already mentioned, the wave of bankruptcies and reorganizations first enveloped those sections of the economy where predominantly men are employed.

[8]Source: Statistical Office of the Republic of Slovenia

Despite this current situation, however, the data showing a high percentage of unemployed educated women (with secondary school, college and university education) indicate that the employment opportunities for women are and will continue to be smaller under the new market-oriented conditions. Because of (potential) family duties, women are at a disadvantage on the labour market and it is feared that the percentage of unemployed women will in future decline. Proof of this is also provided by the fact that the average timespan for which women are unemployed is longer than that of men. In 1991, women were unemployed for about the same stretch of time (between jobs) than men (an average of 15.8 and 15.6 months, respectively), while in 1989 and in 1990, the amount of time women had to wait between jobs was less.

The unemployment rate, among younger women with vocational training or a lower level of professional education, however, has not increased yet in comparison with that of men, which can be explained by the fact that the wave of bankruptcies and reorganizations has not yet affected those sectors of the economy in which predominantly women with this level of education are employed, such as the textile industry, retail sales, and so forth. Another reason is that job vacancies are opening in the catering and trade sector, where women form the bulk of personnel.

(a) The right to work as an inalienable right of all individuals is guaranteed in Article 49 of the Slovene Constitution, which states that the freedom of work is a fundamental human right.

(b) Equal opportunities for employment are guaranteed for both men and women in the Slovene constitution (Article 49). A working contract can be entered into by any individual who fulfills the conditions stipulated in the law and in the General Acts (Article 7 of the Law on Fundamental Rights in Working Relations). The conditions stipulated by the Law on Fundamental Rights in Working Relations (Article 8), are as follows: the individual must be at least 15 years old, must have the appropriate type and level of professional educaton for the specific profession in question as specified in the General Act; the individual must have the knowledge and capabilities and must fulfil all other special conditions necessary to be able to do the tasks required of him/her on the job. The definitions of the types and levels of professional education necessary for each specific job and the definition of knowledge and capabilities as special conditions to be fulfilled in order to qualify for certain positions, can be found in the Law on Working Relations (Article 6).

As all job vacancies must be published (except for in certain cases as defined in Article 9 of the Law on Working Relations), all candidates have equal opportunities to apply for jobs in response to all invitations for applications. Candidates are chosen according to how they fulfil the general and specific conditions reqired to fill the specific post. Here it must be mentioned that our legislative system does not call for both the male and the female gender to be used in invitations for applications, so that these mostly only contain the male gender of the job in question.

Disabled persons have priority in gaining regular employment, provided they fulfil both the general and the specific conditions necessary to qualify for the job (Article 10 of the Law on Working Relations).

(c) Men and women have the right to freely choose their employment according to Article 49 of the Constitution.

(d) Concerning the right to equal pay for equal work and equal treatment in work assessment: all Acts, from laws through to the collective agreements and general company acts always treat both male and female employees equally. Thus there is no discrimination according to sex in the distribution of wages.

(e) The Constitution of the Republic of Slovenia states in Article 50 that all citizens who fulfil such conditions as may be laid down by statute have the right to social security. All rights to social security listed under this point are defined by appropriate laws.

The rights of men and women regarding social security in the event of unemployment, illness, disablement and other kinds of circumstances rendering them unfit for work, as well as the right to paid leave, are equal. The only difference arises with regard to pensions, where women have the right to retirement 5 years earlier than men.

Old-Age Pensions

In order to qualify for an old-age pension, the future pensioner must be of a certain minimum age and have worked for a certain minimum amount of years.

According to the regulations which were valid until the 31 March 1992, all men were entitled to retirement, regardless of age, provided they had worked for 40 years, or, if they had worked for at least 20 years, they were allowed to retire at the age of 60. Men with 15 registered working years were allowed to retire at the age of 65. Women with 35 registered working years were allowed to retire regardless of age, while women with 20 registered working years could retire at the age of 55 and women with a minimum of 15 registered working years could retire at the age of 60. These conditions governing retirement ages were introduced in 1965.

As the average life expectancy has increased markedly since then, it was necessary to raise the minimum age necessary to gain the right to old-age pensions. Thus the Law on Old-Age Pensions and Pensions for the Disabled (Article 39) stipulates that men with 40 registered working years will be entitled to old-age pensions after 1 January 1998, when they have reached 58 years of age, while women with 35 registered working years will be able to retire with a full old-age pension upon reaching the age of 53. Men with a minimum of 20 registered working years will be able to retire with a full old-age pension at the age of 63, while women will be able to do likewise at the age of 58, if they have 20 registered working years. Men with a minimum of 15 registered working years will be able to retire at the age of 65, while women with the same amount of years will be able to retire at the age of 60.

The transition to the increased age limit is gradual, otherwise the generation which reached the minimum required age of 60, or 55 in 1992 would have to wait three further unexpected years until they would be entitled to a full old-age pension, which would be upsetting to many of them. Therefore, as of the 1 April 1992, the age-limit

is being raised a half a year each year for those who have completed a minimum of 20 working years, while as of 1 January 1993, the age limit is being increased by half a year each year for all men with a minimum of 40 registered working years and for all women with a minimum of 35 registered working years.

In the case of future pensioners entitled to an increase of the timespan they have worked for (Article 42), the minimum age for the right to old-age pensions is decreased for the amount of months equal to the total increase of working timespan to which the future pensioner is entitled.

The size of old-age pensions is defined in the Law on Old-Age Pensions and Pensions for the Disabled in Articles 43 to 54.

Early Retirement

Apart from old-age pensions, the Law on Old-Age Pensions and Pensions for the Disabled (Article 40) states that early retirement is possible in some cases.

Persons are entitled to early retirement when they have at least 35 registered working years and are 58 years of age (for men), or have at least 30 registered working years and are 53 years of age (for women), in the event that:
-Their regular employment ceases owing to bankruptcy or the liquidation of the company they are employed in, or owing to the bankruptcy of their employer's workplace in cases when the said employer can not offer them employment elsewhere;
-Their working contract expires for operational reasons, in keeping with the regulations governing working relations;
-The insured is partially disabled and the disablement falls into the second or third category;
-The insured is unemployed and had been registered as a job- seeker at the employment bureau for at least 12 months during the last 24 months.

As in the case of old-age pensions, the age-limit for early retirement is being increased by half a year with every passing year as of 1 April 1992.

Pensions in the event of early retirement are calculated on the basis of the gross pension in relation to the amount of registered working years the individual has, in the same way in which old-age pensions are calculated. The end result is then reduced by one percent for each year that the insured lacks towards making up the full amount of minimum years of age required to be entitled to the full old-age pension prescribed for the amount of registered working years he/she has completed. However, once the insured reaches the age required in order to be entitled to his/her old-age pension, his/her pension is no longer reduced by the above-mentioned percentages.

Pensions for the Disabled

An insured gains the right to a pension for the disabled in the following cases:
-If he/she is no longer capable of doing organized, profitable work for at least half the amount of hours in a full working day (I. category disablement);
-If the insured could discharge other duties full-time (III. category disablement), if they were given the possibility of rehabilitation, had they not already surpassed the age at which such rehabilitation training is still reasonable. According to Article 95 of the Law on Old-Age Pensions and Pensions for the Disabled, insured people are guaranteed the right to on-the-job rehabilitation, if they suffer from a III. category disablement, which has developed prior to age 50 (for men) and age 45 (for women);
-If the insured, who suffers from a II. or III. category disablement, would be capable of discharging other similar duties without rehabilitation, but the appropriate position is not made available to him/her, because he/she has already rached the minimum age entitling him/her to an old-age pension;
-If the insured is a war invalid suffering from a disablement of the I. to the VI. category, who is not capable of doing his/her job for more than half the regular working time, and if the insured fulfills all the old-age pension requirements, regardless of whether he/she is capable of doing any other similar work with or without prior rehabilitation.

In the event that the disablement from which the insured is suffering results from injuries sustained at work, or a job-related illness, the insured is entitled to an invalid pension, whether or not they have the required amount of registered working years. In cases in which the disablement results from injuries or illnesses sustained outside of work, the insured must fulfil the so-called "insurance density" precondition. This means that the insured must have spent at least one third or one quarter of their life (for women) in an insured state, during which it is assumed that they were employed, or that they had worked as a freelance/independent worker.

Unemployment

According to Article 14 of the Law on Employment and Unemployment Insurance, all workers must insure themselves during their time of employment against the possibility of becoming unemployed. On the basis of this insurance, workers are entitled to the following rights in the event that they become unemployed: financial compensation, financial aid, training for future employment, remuneration for the cost of transport and removal, all rights to which workers made redundant are entitled to, the right to health care and the right to old-age and invalid pensions.

The law in Articles 17 to 34 defines the procedure, conditions and rights of workeres in connection with financial compensation (unemployment benefit). The time for which workers are entitled to financial compensation depends on the amount of time the insured was insured against unemployment. Workers are entiled to unemployment benefit for a minimum of three months and a maximum of two years except in cases where the recipient of the unemployment benefit cheques lacks only three years until he/she is entitled to a regular pension when the time during which he/she is entitled to these payments expires. In such cases, the worker is entitled to unemployment benefit payments until retirement, if no appropriate work can be found for him/her elsewhere. In keeping with the stipulations of the law, insured people who fulfill all the

conditions justifying them to claim unemployment benefit are entitled to receive this in a lump sum if they so wish. Unemployment benefit amounts to 70% of the worker's basic salary (as defined in Article 20) for the first three months and 60% of the worker's basic salary in all the subsequent months, or at least 80% of the minimum wage guaranteed by the law and may not exceed five times such a reduced minimum wage.

Upon expiry of the time in which a job-seeker is entitled to unemployment benefit, he/she may apply for financial assistance. Whether the request is granted or not depends upon the average income of the applicant's close family per capita.

Workers can exercise their right to attend courses for acquiring new job skills. These courses encompass all forms of education and training. Workers are entitled to financial aid or total coverage of the costs of these courses, as stipulated by the law.

Sick Leave from Work

Workers are entitled to leave from work and to financial compensation if they are unable to discharge their duties owing to illness and can produce a doctor's certificate to this effect if need be (The Law on Working Relations, Paragraph 3, Article 61). Income compensation during sick leave may not be lower than 80% of a worker's basic income (calculated on the basis of the worker's personal income for full-time work over the past month). However, if the illness is job-related, workers are also entitled to 100% of their basic personal income during sick-leave.

Employed Invalids

The rights of employed invalids are defined in detail in the Law on Old-Age Pensions and Pensions for the Disabled in a special chapter from Articles 93 to 145. The law defines a working invalid as an insured, who is still able to do his/her job on a part-time basis, i.e. as an insured, who, owing to his/her disablement can no longer do his/her job, but can perform other appropriate work full or part time.

"Insured people with diminished working capabilities - i.e. invalids with II. or III. category disablements, gain the right to part-time work, the right to employment at another, appropriate post, the right to rehabilitation and to financial compensation, if she/he fulfills all conditions as defined by the law for this purpose." (Article 93 of the Law on Old-Age Pensions and Pensions for the Disabled).

Regarding the exercise of the rights guaranteed by Article 93, insured people are entitled to the following financial compensation:
-Compensation in place of personal income during the time in which the employee is waiting for rehabilitation,
-Compensation for personal income during the time in which the insured is waiting to fill a vacancy for some other post, or for a part-time job,
-Compensation for personal income during vocational re-training,
-Compensation for personal income when the insured must work for shorter periods of time,

-Compensation for personal income when the insured's wages at the new post offered are lower than at the previous one.

(f) The right to health care and job safety are defined in the Law on Job Safety and the Law on Health Care and Health Insurance.

Apart from the duties defined in the regulations on safety at work, companies and employees must, according to Article 9 of the Law on Health Care and Health Insurance, ensure the following for their employees:
-That measures are taken for the prevention and ascertaining of job-related illnesses, illnesses connected with work and injuries;
-First aid in the event of injury;
-Speedy and appropriate information on the dangers the work may pose to the employees' health;
-Preventive medical check-ups (prior to employment, during employment and extraordinary) in connection with the employees' ability to do their job and in keeping with special regulations;
-Measures to strengthen the health of employees who are exposed to particular health hazards during the course of their work, including the organization of additional pauses for active rest during work when the job involves special stress or risks;
-Compensation for personal income for up to 30 days when the employee is forced to absent him/herself from work due to illness or injury, in keeping with the collective agreement.

It is the duty of employers to ensure that analyses of the technological process are carried out in order to assess its effect on the health of the employees and to subsequently decide on a programme for the removal of all harmful aspects in keeping with the special regulations governing this field.

2. (a) Article 36.b of the Law on Working Relations, wherein is defined the criteria for ascertaining which employees are redundant, states that "temporary absence from work due to illness or exercise of the right to maternity leave, in order to nurse and care for a child or an invalid with severe disablements and due to pregnancy must not be counted as criteria for ascertaining redundancy."

In Paragraphs 2 and 3 of Article 36 of the Law on Working Relations, it is also explicitly stated that "Working relations between company and employee may not be terminated for urgent operational reasons during the time in which a employee is absent from work due to illnes, nor during the employee's pregnancy, nor the employee's absence on maternity leave and on leave to which she is entitled to be able to care for and nurse a small child."

(b) On the basis of Article 41 of the Law on Basic Rights in Working Relations, the rights of female employees to leave from work for the purpose of giving birth, nursing and caring for a new-born baby, are described in Articles 80 and 81 of this law.

An employee has the right to maternity leave during pregnancy and after giving birth in order to be able to nurse and care for the new born baby to a total of 365 days.

Maternity leave lasts 105 days, of which the employee must use at least 28 days before giving birth, or, on the basis of a certificate issued by the appropriate medical authority, maternity leave may begin up to 45 days prior to giving birth. After the expiry of her maternity leave, the employee has a right to leave for the purpose of nursing and caring for her baby in the form of 260 days of absence from work, or part-time absence from work until the child is 17 months old.

In the event that the employee gives birth to twins or must care for and nurse a severely mentally disabled child, leave for the purpose of nursing and caring for the child is extended until the child is 15 months old, or, in the event that the mother decides to use her leave for caring for the child by working part-time (half a full working day each day) until the child is 23 months old. In the event that more than one child is born, the employee is entitled to an extra three months maternity leave for every additional child, or to an extra five months leave if she decides to work part-time (half a full working day each day).

If the employee must care for and nurse a permature child, the leave she is entitled to in the event that she does not work half-time is extended for the amount of time for which the pregnancy was shorter than 37 weeks, or, if the mother decides to use her leave to care for the child by working half a full working day each day, the maternity leave is extended taking into account the amount of weeks for which the pregnancy was shorter than 37 weeks and in keeping with the planned distribution of the mother's working time in the company or by the employer for whom she works.

The right to leave for the purpose of caring for and minding a child can also be exercised by the child's father, if both parents agree.

In the event that the child's mother dies, abandons the child, or is deemend permanently or temporarily incapable of independent living and work on the basis of diagnoses or the opinion of an appropriate medical institution, the father of the child or the employee who is caring for the child, is entitled to the mother's maternity leave (minus the amount of days the mother has already used up) of a minimum of 28 days and leave for the purpose of minding and caring for the child.

During the time of maternity leave and leave for the purpose of caring for and nursing a child, the child's mother-employee or father-employee (whoever is minding the child) is entitled to 100% wages (Article 12 of the Self-Management Agreement on Maternity Leave).

Apart from the right to maternity leave and leave for the purpose of minding and caring for a child, either the mother or the father, in the event that the medical condition of the child calls for more intensive care, has the right to work only half a full shift each day until the child is 3 years old. In such cases, the parent's personal income is calculated according to the actual amount of hours of work done, while the employee's other rights are guaranteed in keeping with a special law (Article 84 of the Law on Working Relations).

If the working parents must nurse and care for a child with severe or moderate physical

or mental disabilities, one of the two parents has the right to work only one half of a full shift each day, for the duration of the above-mentioned state of health of the child. In this case also, the parent's personal income is calculated according to the actual work done, while his/her other rights are guaranteed in keeping with a special law (Article 85 of the Law on Working Relations).

(c) Because of the high level of employment among women, i.e. of both parents of small children, Slovenia has a well developed network of all-day child care institutions. There are 785 child-minding educational institutions throughout Slovenia, with a total of 3,593 departments between them, in which 73,631 children aged up to 7 years were minded in 1990/91. A total of 32% of the children were up to 3 years old (children this age are often taken care of by grandmothers or other relatives), while 58% of these children were from 3 to 5 years old. All children participated in a pre-school preparatory programme for primary school one year before starting school (of these, 29% participated in a shorter version of the programme).

The cost of child-care in these child care and education institutions depends on the personal income per family member. This method of pricing child-care aims at making such child care and education available to as broad a circle of interested parents as possible.

Apart form the educational and child care institutions, there are also other services available which offer families help. These are services for regular and occasional baby-sitting, services providing domestic help and so forth. The main problem with these services is that most of them exist only in the larger towns and cities and the prices of the services they offer are market-oriented, thus making them inaccessible to many families.

(d) Article 76 of the Law on Working Relations states that: "Female employees in working relations are entitled to special protection during pregnancy, after giving birth and in connection with their motherhood. The type of work that can cause harm and have a negative effect on the health and psychological and physical well-being of women owing to its potentially dangerous nature and which they should not be obliged to do at such times, in order to protect motherhood and in particular when they are pregnant, is defined in a special regulation issued by the State administrative body for the health-care sector."

Employees who have had to be "moved" to another post during pregnancy, have the right to the personal income they received at their previous post, unless the personal income they receive at the new post is higher (Article 77 of the Law on Working Relations).

Article 12

1. Women are more numerous among the inhabitants of the Republic of Slovenia. Yet the number of women is greater only in old age, as the ratio between the sexes is constant at birth, with 107 boys to every 100 girls born. Because of the higher mortality rate among males of all age groups, this initial ratio in favour of the male population evens out and decreases in the second half of the average lifespan, so that women are more numerous. In 1971, men were more numerous until the age of 34, whereas in 1991, the dividing line moved up to 54.

The average life-expectancy of women is longer than that of men. In 1991, it amounted to 77.38 years for women and 69.54 years for men. The greatest difference in the mortality rate between men and women occurs between the ages of 20 and 50.

The differences in the frequency of death between the sexes are most intense in the following three of the seven most common causes of death: injury, suicide and illnesses of the respiratory system. In some age-groups, death occurs five times more frequently due to injuries among men than among women.

The most common illnesses suffered by young women (aged 40 and under), which usually do not end in death, but which do cause chronic illness and early disablement are illnesses of the gall bladder and of the joints. Particularly illnesses afflicting the joints often cause frequent absence from work and early disablement, particularly in the electrical equipment assembling industry, the textiles industry and the retail sales sector, where the majority of jobs demanding lesser qualifications and monotonous, repetitive, rapid movements are done by women. The application of ergonomics to working areas, regular guided industrial physiotherapy sessions and training the employees to work at several different working places would reduce the incidence of early illness and disablement significantly, thus increasing and lengthening the women's working spans at home and at work.

The most common causes of death among women aged less than 64 are cervical cancer, breast cancer and cardiovascular diseases (in particular stroke). By introducing regular Pap-smear tests the death toll claimed by cervical cancer was reduced significantly in the 1960's. As in many other developed countries, breast cancer is also becoming more frequent in Slovenia.

Ensuring Health Care

The new constitution of the Republic of Slovenia continues the tradition of social care for health, as it states that: "Each person has the right to health care determined by statute. Rights to government-financed heath care shall be regulated by statute." (Article 51) This means that all citizens of the Republic of Slovenia and the members of their families have health insurance (the Law on Health Care and Health Insurance, Article 15).

Health care for women (pregnancy, birth and contraception) is defined separately in the legislation on health care. The compulsory health insurance ensures that women have free medical services at their disposal in matters concerning family planning, contraception (with the exception of condoms), pregnancy and birth, and that all insured persons pay a maximum of 15% of the full price of medical fees for finding the cause of and curing reduced fertility and for artificial insemination, sterilisation and abortions (the Law on Health Care and Health Insurance).

Here it is necessary to point out that the Republic of Slovenia is one of the few countries that has the right to abortion guaranteed in its constitution. Article 55 of the constitution states: "Persons shall be free to decide whether to bear children. The State shall ensure that persons have every opportunity to exercise this freedom and shall create such conditions as enable parents to freely choose whether or not to bear children."

When the new constitution was being adopted, sharp debates took place as to whether freedom of choice in childberaring should be guaranteed in the Constitution or not. Following protest marches by women demanding that this right, which was already guaranteed in the former constitution, should not be taken away from them in this one, Article 55 remained, with only a small change in its wording. The freedom of choice in childbearing which had been classified as a human right in the previous constitution is now classified as a fundamental freedom.

Abortions are performed until the 10th week of pregnancy, exclusively at the demand of the pregnant woman.

According to the medicare network currently in effect, each of the 60 health care centeres in Slovenia has an office for advice on contraception and also a doctor's practice for pregnant women. There is no available data on the number of women who seek advice on contraception annually, but because of the relatively high percentage of couples (half that in Western European countries) who do not use any reliable contraception method, contraception (such as hormone tablets, IUDs and sterilisation), we can conclued that this particular kind of medical service must still be brought closer to those in need of it and adapted to their wishes and needs.

That there is an insufficient use of preventive measures in family planning can be seen also from the ratio between births and abortions, where 6 abortions for every 10 births are recorded. According to the data from 1991, over one half of all women who decided to have abortions were not using any kind of contraception at all.

The number of births and legal abortions from 1982 onwards[9]

YEAR	TOTAL		AGED 19 YEARS AND UNDER	
	BIRTHS	ABORTIONS	BIRTHS	ABORTIONS
1982	29,141	19,744	2,544	1,749
1983	28,192	18,573	2,494	1,632
1984	27,209	18,591	2,372	1,645
1985	26,992	17,968	2,225	1,478
1986	26,221	17,987	1,946	1,449
1987	26,803	16,919	1,854	1,339
1988	26,447	16,532	1,727	1,157
1989	24,453	15,881	1,444	1,059
1990	23,438	14,732	1,326	1,038
1991	22,380	14,023	1,567	1,425

The number of abortions has been decreasing since 1983. The highest frequency of abortions occurs between the age groups of 20 and 29. However, these numbers have decreased by a factor of almost 0.5 over the past ten years. The number of abortions for women over the age of 30 is smaller.

[9]Source:Statistical Office of the Republic of Slovenia

Infection With AIDS and HIV

Slovenia, too, has already met with the AIDS virus and HIV infection.

Reported cases of infection with the AIDS virus and HIV positive results to 31 March 1993[10]

AGE IN YEARS	AIDS			HIV INFECTION		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
0-14	1	0	1	3	0	3
15-29	9	0	9	8	5	13
30-44	11	1	12	20	3	23
45-59	1	1	2	5	0	5
Aged 60 and over	1	0	1	0	1	1
TOTAL	23	2	25	36	9	45

From 1985 onwards when the first committee of experts was appointed by the Ministry of Health and Social Security to handle all issues in connection with AIDS, the national programme of prevention and control of infection with the AIDS virus and HIV has been growing steadily. Some of the programme's main activities have so far been:

- Monitoring AIDS and HIV infection aided by the law on compulsory reporting of all incidences of infection in force since 1986 and the expansion of the system of monitoring and controlling HIV infection through non-binding anonymous testing in certain test groups in 1993.
- Lab diagnostics of HIV infection since 1985
- Treatment since 1986, when AIDS was diagnosed in the case of two patients.
- Ensuring since 1986 that all supplies of blood, blood products, tissue and organs for transplantation and all sperm for artificial insemination are free from the AIDS virus.
- Making information on AIDS and HIV infection available to all employees in the health care sector. (The first such bulletin was addressed to all health care institutions in 1987).
- Making consulting available in health care centres on HIV infection; making tests for the virus available in 1985 and anonymous free AIDS tests available since 1990,
- Organizing national information and education drives, in which all the mass media participate, in order to inform the entire population of the AIDS virus and infection with HIV, how the disease can be transmitted and the possibilities of preventing transmission of the disease, i.e. minimizing the risk of infection,

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[10]Source: The Institute for Health Care of the Republic of Slovenia

- Getting the topic of AIDS included in the education programmes of all schools,
- A number of educational projects organized by MAGNUS, the association of male homosexuals, providing information on safer sex and the use of condoms, particularly in this risk group,
- Setting up two programmes, the aim of which is to limit the damage done by the HIV infection among drug addicts who use needles: the methadone programme in two places and a programme of changing needles and syringes in one place.

According to the Law on the Protection of the Population Against Nationwide Epidemics and the Ordinance on Approval of the Amendments and Alterations to the Law on the Protection of the Population Against Nationwide Epidemics, every health care centre in the Republic of Slovenia must ensure that all sanitary and other conditions meet requirements and must take the necessary sanitary, technical, hygienic, organizational and other measures in order to prevent the spread of contagious diseases within these health centres. According to the statutory regulations on the measures to be taken to guard against the spread of infectious diseases in health care centres, such measures must also include safeguarding the staff. A committee reponsible for implementing and supervising these measures must be appointed in every health care institute.

All health care workers in the Republic of Slovenia received the first information on AIDS and on HIV infection with instructions on how to prevent HIV infection from spreading in health care organisations in 1987. The National Committee for the Prevention and Control of AIDS assumed the postition that general preventive measures should be applied in all health care organizations and that each and every patient should be treated as though they were infected with the virus of a contagious disease that is conveyed through the blood and bodily fluids. In the event of an accident at work, causing the health care worker to be exposed paranterally to the blood of a patient infected with HIV, consulting is available to the worker and post-exposure prophylaxis with retrovir.

2. Particular attention has been paid in the republic of Slovenia for several years now to the health and well-being of pregnant women. As we have already mentioned, all health care services in connection with consulting in matters of family planning, contraception, pregnancy and giving birth are free of charge and as such accessible to all women (whether they are employed, unemployed, or farmers, etc.). For this reason, an entire 98.4% of all pregnant women seek the advice of the expert consultants in these offices and the average pregnant woman has 7 check-ups during her pregnancy. Practically all pregnant women also give birth in hospitals (99.6%). After being discharged from the maternity hospital, each new mother is visited at home by a midwife, who takes care of the new born baby and the mother and gives her advice on health care for herself and the child.
The result of this care is a low mortality among women during pregnancy and during birth, and a low mortality among the new-born babies. Our greatest achievement since the 1980s has been reducing the mortality of babies, since only 8.2 out of every 1000 live-born babies died in 1991, which is more than a third reduction from ten years earlier. Perinatal mortality, which is a very sensitive indicator of the quality of the professional work being done and of the social and economic level of development of society, has dropped drastically - mostly on account of the halving of the mortality rate

among new-born babies (4.7 out of every 1,000). The mortality among mothers has also decreased slowly. Over the last 5 years, it has decreased considerably and the last count showed 4.6 deaths to every 100,000 live-born babies. The mortality rate due to abortions has also decreased markedly as not one woman has died in the past 10 years due to such medical intervention. The credit for this goes to the accessibility of professionally performed abortions, which is a result of liberal legislation and an adequate network of health care institutions.

Article 13

(a) In keeping with the constitutional provision whereby "the state shall protect the family, motherhood, fatherhood, children and young people and shall provide proper conditions for effecting such protection" (Paragraph 3 of Article 53), the state offers its citizens financial benefits or assistance. The right to family benefits is regulated by the Law on Social Protection for Children, which lists two types of assistance:
- social aid for children (child benefit payments) and
- aid in supplying the mother with the things she needs for the new-born baby (a "baby parcel").

"All children living in the Socialist Republic of Slovenia and children, who has a parent working in the SR of Slovenia, i.e. is a worker in this country, who has the status of an independent worker in his/her own business with means of labour belonging to them, under the conditions that the entire income of the family the child lives with, i.e. belongs to, does not reach a certain level of income per family member, shall have the right to child benefit." (Article 55 of the Law on Social Protection for Children.)

Children who are recipients of social aid (July 1992)[11]

AMOUNT OF AID RECEIVED BY THE FAMILY IN SIT	CHILD'S AGE IN YEARS			
	0-6	7-14	15 and over	TOTAL
400-860	3,398	5,325	2,174	10,897
861-1,300	3,546	5,081	2,000	10,627
1,301-1,740	4,071	5,716	2,073	11,860
1,741-2,180	3,859	5,598	2,211	11,668
2,181-2,620	5,184	7,378	2,390	14,952
2,621-3,060	8,264	13,661	4,245	26,170
3,061-3,500	9,089	12,588	3,707	25,384
3,501 and over	12,251	17,156	5,074	34,481
TOTAL	49,662	72,503	23,874	146,039

"Every child, whose mother has permanent residence in the SR of Slovenia, or whose parent has the status of an independent worker in his/her own business with means of labour belonging to them, has the right to a package for her new-born child."

(b) Women, just like men, have the right to obtain all types of loans.

(c) In regard to participation in recreational activities and other forms of cultural life, there is no discrimination whatsoever nor are there any legal limitations on the participation of women in such pursuits.

Reading as a pastime is preferred by 71.3% of women and 61.5% of men; sports and recreation by 60.6% of women and hobbies by 57.7% of women and 21.9% men.

Article 14

1. More than half of the active farming population (99,990 out of 51,264) is female (this also includes all persons for whom farming is a profession and who receive income in the form of money or produce, family members who help, persons over 14 years old

[11]Source: The Ministry of Labour, Family and Social Affairs

who do not attend school and farming housewives, who predominantly do work on the farm).

The number of farms and farmstead owners according to sex[12]

FARMSTEADS	NO. OF FARMSTEADS	HEAD OF COMMERCIAL FARMING ACTIVITIES		
		MEN	WOMEN	SOMEONE OUTSIDE THE HOUSEHOLD
FARMING AS ONLY SOURCE OF INCOME	18,585	9,941	6,872	1,772
MIXED SOURCE OF INCOME	57,721	37,938	15,145	4,638
SOURCE OF INCOME OUTSIDE THE FARM	79,293	46,270	20,324	12,699
FARMERS WITHOUT LABOUR FORCE	950	535	257	158
TOTAL	156,549	94,684	42,598	19,267

Farming as the only source of income means that the working activities of the household members are limited to their own holding, which is also the only source of income of this household. At least one member of this household must be an active farmer.
Mixed source of income means that it is a farming household, which derives its income from both farming and non-agricultural activities.
Source of income outside the farm means that it is a farming household, in which the working activities of the members are limited to non-agricultural work. None of the members of the household may be active farmers.
Farmers without a labour force are persons who support the other members of their families, or who have family members working abroad.

[12]Source: Statistical Office of the Republic of Slovenia

The head of commercial farming activities on the various types of farmsteads are usually men. The smallest difference between the male and female heads of commercial farming activities could be found in cases where farming was the only source of income.

Many farms have ensured appropriate incomes both in the past and nowadays, by employing members of their families. In most cases, the men seek employment elsewhere, which means that the women do most of the work on the farm and are in many cases also responsible for its profitability. The working day of these farming women is longer than that of the women who work on farms where commercial farming is the only source of income. According to certain research (Barbič, Rupena, Veselič, 1985:23) the working day of women in the average household where commercial farming is the only source of income is 13.3 hours long in summer and 9.2 hours long in winter, while women working on farms with a mixed source of income work an average of 14 hours a day in summer and 10.1 hours per day in winter. Finally, women who work on farms where the source of income is from non-agricultural activities work a total of 16 hours per day in the summer and 15.2 hours per day in the winter months.

The difference in the length of the working day of farming women working on various kinds of farms shows beyond doubt that regular employment outside of the farm is not a good solution for them. Supplementary activities within the framework of the farm, such as tourism, cottage industry or even industrial work at home for both sexes present a range of economic and other advantages over regular employment outside the farm (such as the use of one's own raw materials and produce, the processing of one's own produce, a better distribution of time, etc.) For this reason it is necessary to enourage such activities in the future.

In order to gain more insight into the position of Slovene women on the farm, we list certain facts below from the study "Farming Families" (Barbič, 1991):
In the majority of farming households, the household chores (cooking, washing, sewing, ironing, cleaning, etc.) are done by the female members of the household. All chores to do with the children are as a rule sitll also considered women's work, although in 15.8% of all households, the man also helps take care of the children and in an entire third of all the farming households, (32%), looking after the children is everyone's concern. Men are responsible for and take care of the majority of things outside the household. These chores include conducting business at the farming cooperative, (58.3%), court matters (58%) and attending to matters at the municipal centres (52.6%). Women in the majority of households (53.3%) only take care of social matters. A shift from individual responsibility to cooperation among all the members of a household is noticeable in the following fields where decisions need to be made: the details on the annual holiday are decided upon jointly in the majority of households (46.9%), the remaining matters on which joint decisions are made are: buying clothes (39.6%), the childrens' education (37.3%) and education (35.4%); savings (36.9%) and house construction or adaptation (34.1%).

2. (a) Women from farming households have the right as do all other persons to participate in elaborating and carrying out development plans in all spheres.

(b) As we have already mentioned, health insurance is compulsory in the Republic of Slovenia, which means that all persons are included in the health insurance scheme - either as insured people (who pay insurance rates), or as the family members of insured persons.

Article 15 of the Law on Health Care and Health Insurance precisely defines the meaning of the term insured. The law states that farmers (both men and women), members of commercial farming households and other persons for whom farming is the only livelihood, are insured people according to this law, if the cadastral income, or any other income from the farm amounts to at least 50% of the minimum personal income per family member less taxes and contributions. This means that for compulsory medical insurance under the heading of farming activities, persons need have only half the income of the usual income necessary to be included in the compulsory old-age pension and invalid pension scheme. From this it follows, logically, that all who pay pension and invalid pension insurance premiums are also beneficiaries of the compulsory health insurance scheme.

Those farmers (both male and female), who for whatever reason do not fulfill these requirements for health insurance and are not insured in any other way, either, are insured as citizens of the Republic of Slovenia (Article 15 of the Law on Health Insurance).

Farming women, just as all other women, have the right to all the health services our health care system has to offer, including information, advice and services in connection with family planning.

(c) The Law on Old-Age Pensions and Pensions for the Disabled enacted in 1983 has introduced the new feature that all members of households who have been working only on the farm must take out compulsory old-age pension and invalid pension insurance. Until now, indeed, on the basis of an agreement signed in 1973 between the Farmers' Cooperative of Slovenia and the Old-Age Pension and Invalid Pension Administration (SPIZ), the possibility of such insurance was open, but not yet compulsory. The farmers, however, as a rule did not avail themselves of this possibility, and women were insured as farmers only in the event that their husbands were employed outside the farm and as such also had old-age pension and invalid insurance.

According to the new Law on Old-Age Pensions and Pensions for the Disabled, farmers (both male and female) and the members of their commercial farming households, as well as all other persons engaged in commercial farming as their sole or main source of income, must take out compulsory old-age and invalid pension insurance. Applicants for such insurance may not be less than 15 years of age, must be healthy enough in general to do farm chores (this is ascertained by the appropriate occupational medical service) and the cadastral or other income of the applicant must be equal to the guaranteed minimum wage, minus the average contributions and income taxes calculated from and paid out of these wages (Article 13). In the event that the person subject to taxation is already insured through working elsewhere, or because they have a small business or any other similar independent source of income, at least one other member of the farming household must take out compulsory insurance. This person

must also be over 15 years old, have a general certificate of health and may not be insured on the basis of any other income. Only if there is no member of the farming household who might fulfil these conditions is the farming household justified in not taking out compulsory old-age and invalid pension insurance as stated above. The most important difference, however, between the former and the present, new, system is the condition that a minimum income must be attained per each insured member of the farming household. If the income cannot be calculated directly, it is considered that the conditions for compulsory insurance have been fulfilled when the farming household at least earns a minimum cadastral income. If the farm's cadastral income is twice or even more times the minimum, two or more members of the farming household must take out compulsory insurance, if, of course, they fulfill the necessary conditions.

Farmers (both male and female), citizens of the Republic of Slovenia, who are aged 15 years and over and who do not fulfil the conditions stipulated in Article 13 of the Law on Old-Age Pensions and Pensions for the Disabled, are free to take out any other pension and insurance plan (Article 24).

These legal provisions make it possible and in some cases also compulsory for all the members of a farming household to insure themselves, i.e. take out a pension plan - including the women.

The right to maternity leave and leave for the purpose of nursing and caring for a child was gained by the farming women of Slovenia as late as 1982, and this also only if thy were members of a Farmers' Cooperative that had signed an agreement on the payment of contributions for maternity-leave wages to be paid to farming women on maternity leave and on leave for the purpose of nursing and taking care of their child.

The Self-Management Agreement on the rights and duties of the united farmers' association in connection with realizing the right to maternity leave states in Article 4: "Farmers who are members of coopertives have the right to maternity leave payments amounting to 100% of their basic personal income, for the duration of the maternity leave." The basic maternity leave payment must not be less than the lowest personal income set by the Ordinance of the Executive Council of the Socialist Republic of Slovenia." (Article 5).

(d) As all other children in the Republic of Slovenia, children from farming households and farmers (both male and female) have equal opportunities for education. We have already mentioned some of the differences between rural and urban surroundings in point (a) of Article 10 of this report. Here we will only mention the fact that the number of women studying agriculture at a university level is just as high as that of the men. In the school year of 1992/93, 231 regular students matriculated at the faculty of agriculture. Of the regular students, 110 were women, while an additional 23 students opted for the course for study in parallel to work. Of these, 10 were women.

(e,f) With the aim of encouraging farming women to participate as much as possible in making decisions on subjects that affect them personally as well as their families and farms, farming as a sector of the economy and also other spheres of work and life in the country, several organizations were founded, the aim of which is to help them

realize these goals.

One of the ways in which the farming women have become organized are so-called farming women's initiatives (called "aktive"), which offer their members knowledge through various activities such as lectures, courses excursions for pleasure and excursions with expert guidance and exhibitions of various artefacts. These groups also provide a place for the women to meet each other and raise their self-confidence and self-esteem.

The first such initiatives were formed in 1972. In 1991, there were already 266 of them, which means that they cover all farming areas in the Republic of Slovenia. All together they number 15,815 members, which proves without a doubt that they are important and popular among the women farmers.

The women farmers' initiatives are assisted to a great extent by advisors, who offer advice on farming-household issues, and who, at the same time, realize the programme of the National Agricultural Extension Service through these initiatives.

Women farmers also get a large amount of assistance and support from the farming and household advisory service, which since 1991 has been an integral part of the National Agricultural Extension Service within the framework of the Ministry of Farming, Forestry and Nutrition. Experts, especially trained to work with women farmers organize training programmes such as:
- Understanding economic activities which the women farmers encounter on farms and/or within the framework of their farming households (farming and supplementary activities)
- Gaining knowledge in the field of domestic science (running a household, various household chores, hygiene, child-raising, health care, nursing the ill and aged members of a household and so forth),
- Teaching women farmers the theoretical and practical sides of public work and how to participate in the decision-making process - not only within the scope of household and farm, but also in their farmer's cooperatives, local communities and on higher levels of administrative and political social organization

(g) Women farmers, just like male farmers, have equal opportunities for taking out farming credits and loans, relief facilitating the sale of produce, access to appropriate technology and equal treatment in land and agrarian reform.

(h) Rural living environments usually have fewer facilities (including access to schools and child-minding, health care, cultural, recreational, transport and communication, and food supply facilities) than urban areas. According to the data gathered in the study "The Quality of Life," carried out by the University of Ljubljana, Faculty of Social Sciences, and the Institute for Social Sciences in 1991, an entire 57.3% of the rural population lives in surroundings with little or no facilities (the percentage of persons living under similar conditions in urban areas is 8.1%).

Article 15

1. The Constitutional Article that guarantees equality before the law for women has already been listed in Articles 1 and 2 of this report on the fulfilment of the stipulations of the convention.

2. The entire legislation in effect, on the basis of these provisions, ensures equality for women, although it is usually not stated separately in the laws regulating individual rights that women are entitled to the same rights as men. This also holds for the field of civil justice. In the Republic of Slovenia, women have the same legal capacities as men. Women are acknowledged the same rights as men in negotiating contracts, in matters of inheritance and in managing property, women can appear at court under equal conditions as men, as plaintiffs or defendants, as the legal or authorized representatives of clients and so forth. In short, the entire legislation is based on the principle of equality between the sexes and does not acknowledge discrimination against women.

3. Inasmuch as any party might sign a contract, the legal effect or intent of which would be to limit the legal capacities of women, any such contract would, according to the Law on Obligatory Relationships, be null and void. This law namely specifies that all contracts conflicting with the principles upheld in the Constitution and containing restraining regulations are null and void. The right to declare such contracts null and void never expires and it is part of the official duty of courts to take note of the invalid nature of such contracts.

4. The legislation of the Republic of Slovenia, which regulates the freedom of movement of individuals and the right of free choice of dwelling place and permanent residence, also acknowledges equal rights for women and men.

Article 16.

1. The equality of both partners in marriage is guaranteed in Article 53 of the Slovene Constitution.

The basic law, which regulates marriage and the legal rights and obligations flowing from it, as well as family relations, is the Law on Marriage and Family Relations.

(a) Men and women have the right to marry when they have completed 18 years of age (Article 18 of the Law on Marriage and Family Relations).

(b) Marriage as the most frequent foundation of families is also a matter of interest to society. For this reason, the way in which marriages are made ensures that either partner has made the decision to marry of his/her own free will and upon serious

contemplation. "In order for the bond of marriage to be recognized, two persons of the opposite sex state their decision to marry before the appropriate civil authority, designated by law." (Article 16 of the Law on Marriage and Family Relations).

In the event that marriage was entered into without the free choice of one partner, the marriage is null and void. Article 17 of the Law on Marriage and Family Relations defines precisely in what instances it is considered that one of the partners was forced or misled into marriage by misrepresentation of the facts.

(c) The Law on Marriage and Family Relations in the chapter on the rights and duties of spouses (from Articles 44 to 50) states that partners in marriage must respect, trust and help one another. Both partners decide freely on the birth of children. Each partner has the freedom to choose whichever profession he/she wishes, while both partners contribute within their means towards supporting the family. Partners in marriage must make decisions on joint matters based upon mutual agreement.

If the marriage is no longer tenable for any reason whatsoever, either of the partners may file for a divorce, or both partners may do so upon mutual agreement.

In the event that a divorce takes place by mutual agreement between the partners, the court must beforehand ascertain whether sufficient provision has been made for the safekeeping, education and maintenance of the children. In the judgement by which a court dissolves a marriage, it must also decide on the custody, education and maintenance of all children born in such a marriage, i.e. it also enters its decision on these matters into the records. The parent who will in future not live with the child(ren), has the right to personal contact with them, unless the court rules otherwise for the benefit of the child(ren). The parent who does not live with the children must also pay alimony, which is calculated according to the rights of those entitled to alimony and the possibilities of the person subject to the court ruling. The average alimony calculated over the past three years amounts to 9,500 SIT.

The number of divorces in the Republic of Slovenia is decreasing. In 1988, 2,075 divorces were recorded. Of these, 554 marriages produced no children, while of the 1,828 divorces recorded in 1991, 520 did not involve children.

Custody of Children Following Divorce[13]

CUSTODY OF CHILDREN	IN 1988	IN 1991
GRANTED TO THE MOTHER	1,394	1,182
GRANTED TO THE FATHER	87	81
GRANTED TO BOTH PARENTS	31	40
GRANTED TO A THIRD PERSON	6	1
OTHER COURT RULINGS	3	4

In most cases, the mother is granted custody of the children and only rarely is custody granted to the father. This occurs in cases where the mother for social or health reasons cannot provide adequately for the children nor offer them the appropriate education and upbringing, or is not fit to do so.

(d) The rights and obligations of parents to children, regardless of whether the parents are married or divorced or single, are defined in Article 54 of the Slovene Constitution, which states: "Parents shall have the right and obligation to maintain, educate and guide their children. In accordance with statute, such right or obligation may be abrogated in whole or in part, but only insofar as is necesary to protect the interests of such children. Children born out of wedlock shall have the same rights as children born within marriage."

(e) Freedom of choice in childbearing is guaranteed by Article 55 of the Slovene Constitution and by Article 45 of the Law on Marriage and Family Relations.

"Society, with its system of education, health care and social care enables people to prepare themselves comprehensively for harmonious family life and helps them to regulate their mutual relations and in exercising the rights of parents." (Article 15 of the Law on Marriage and Family Relations).

Information on freedom of choice in childbearing and on family planning is made available to young persons through the regular programme of education and via other methods of providing information and education that are implemented within the framework of the counselling and advice offered as part of the general health care and social security service.

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[13]Source: The Ministry of Labour, Family and Social Affairs

One of the forms of providing information or education is pre-marital advice, which is made available to all couples interested in marriage or to couples who have decided to live together.

(f) In keeping with the provisions of the Law on Marriage and Family Relations, every child has the right to the conditions it needs for growth, harmonious personal development and to acquire the skills and knowledge it needs for independent life and work. It is the right and duty of parents to provide such conditions, with the aid of the State, which must protect young people when their healthy development is threatened and when it is in the interest of the child.

The Law on Mariage and Family Relations (Articles 134 to 223) envisages three forms of State protection for children:

- Through adoption, as a special form of protection for underaged children, the relation between adoptive parents and the adopted child are equal to those between natural parents and their children.

Only adults who are at least 18 years older than the child to be adopted can qualify as adoptive parents. Only in exceptional cases may persons who are not 18 years older than the future adopted child become its adoptive parents - in the event that this is to the child's benefit. In cases where a minor, aged 10 years and over is to be adopted, adoption cannot take place without the child's consent.

When a married couple wishes to adopt a child, adoption of the child is only possible by the couple together, unless one partner adopts the child of the other.

Over the last five years, an average of 145 children per year were adopted in the Republic of Slovenia.

- Foster parenting is a special form of social protection for children in need of care and education. These are provided for the child by its foster parents.

- Children are placed under the guardianship of foster parents on the request of the Centre for Social Work, or the natural parents of the children. In cases where children are placed in the care of a social welfare foster centre, the parents with which the child is living at the time must give their consent, unless the child has been taken from the parents' custody by court order.

The foster parent must be an adult at least 18 years older than the future foster child and may not be older than 60 upon signing the fostering agreement. In exceptional cases, exclusively for the benefit of the child, the foster parent may be less than 18 years older than the foster child, or over 60 years of age.

A total of 1,862 children were placed under this form of institutionalized care in 1992.

- Guardianship is a special form of social protection of minors, who lack the care of parents. The aim of guardianship is, by giving care, an upbringing and an education to

the minor, to enable the child to achieve the comprehensive development of its character and to acquire the knowledge and skills for living and working independently, so that they can develop into working members of society. The second aim of guardianship is to protect the ownership rights and other material rights and interests of the ward.

To qualify as guardians, persons must have the personal characteristics and capabilities necessary to be able to fulfil the duties of a guardian and must consent to take on the responsibility of guardianship. Whenever it is possible and if this does not conflict with the interests of the ward, a relative is usually appointed as the child's guardian. In appointing a guardian, the Centre for Social Work also takes into account the child's wishes, if it can express them and the wishes of the child's nearest relations, inasmuch as this is to the child's benefit.

Over the past few years, an average of 855 children have been placed under legal guardianship in the Republic of Slovenia.

(g) Man and wife have equal personal rights, including the right to choice of surname, profession and employment, as guaranteed by law.

As we have already stated in Point (c) of this Article, each partner in marriage has freedom of choice of job and profession.

In the same way, a woman entering matrimony has the right of choice of surname.

(h) In respect of property ownership, i.e. in connection with the acquisition, management and enjoyment of property and the freedom of disposing with it, both partners have equal rights.

The Law on Marriage and Family Relations gives a detailed definition of material ownership in marriage in Articles 51 to 62. According to this law, all that is owned by a partner prior to marriage remains his/hers after marriage, to dispose of as he/she deems fit. All property, however, amassed by husband and wife during the time of their marriage is their joint property. Both partners manage their joint property together and by agreement. A partner in marriage is obliged to settle any obligations he/she had before the marriage, or bears through the marriage with his/her separate property and his/her share of the joint property. However, in the case of obligations for which both partners are liable, obligations that have arisen out of their joint property, or obligations borne by one partner in order to finance the current needs of the family, both partners must cover these debts with both their joint property and each with his/her separate property. In the same way, a partner has the right to demand remuneration from his/her partner for any amount of money over his/her half of a joint debt he/she has covered.

In the event that a marriage is dissolved or annulled, the joint property is divided between the partners. As a rule, it is considered that both partners have a right to an equal share of their joint property. However, partners are free to prove that they have contributed towards the purchase of the joint property in different proportions if they

feel an equal division would be unjust. In disputes over the percentage of the joint property to which each partner is entitled, the court takes not only the income of each partner into account, but also other circumstances, such as the assistance given by one partner to the other, the work put into minding and raising children, household chores, managing the joint property and all other kinds of work and cooperation in the management, preservation and increase of the partners' joint property.

2. The Law on Marriage and Family Relations states in Article 18 that: "Persons under 18 years of age may not marry." Only in exceptional cases, where there are well-founded reasons for such a marriage to take place, can the Centre for Social Work allow a person aged less than 18 years to marry. Still, in such cases, an interview must be conducted with the under-aged person who wishes to get married and the person they wish to marry, as well as the parents and guardians of both if both are minors.

In keeping with the law, each marriage must be officially registered.